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CAUT ACPPU
BULLETIN

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Government Cutbacks Cause PhD Exodus

CANADA is experiencing a flight of newly-minted PhDs, a pilot study undertaken by Statistics Canada has found.

A large number of doctoral graduates from the University of Toronto and the Université de Montréal are leaving the country for employment or PhD study or research in the United States, a country with an already high number of expatriate Canadians.

"Intellectual migration from Canada is continuing because the federal and provincial governments aren't investing enough money in university renewal," said Andrea Rounce, chair of the National Graduate Caucus of the Canadian Federation of Students.

Rounce, a graduate political science student at Carleton University, said opportunities are limited as universities are replacing tenure stream positions with low-paying, short-term contract positions.

"Today, graduates obtaining academic placement have no security," Rounce said. "It's temporary work, they're poorly paid, they're overworked, research facilities are inadequate and they can't develop as professionals." And she says the only solution is for governments to take action to improve things for the academic community.

The Survey of Earned Doctorates, sent to about 800 PhD graduates from the two universities, measured graduates' post-secondary academic paths, funding sources, fields of study and immediate post-graduate plans.

The analysis of post-graduate plans showed that nearly 30 per cent of respondents were leaving the country. Most found work in the U.S., while 11 per cent were pursuing opportunities in another country.

The pilot study was conducted by Statistics Canada from November 2002 to June 2003. The response rate from the two participating universities was 62.4 per cent.

Statistics Canada will collect data next year from more than 40 institutions granting doctorates throughout Canada. ■

Nader Inquiry Launched

Above — George Nader. Inset (top to bottom) — Bill Bruneau, A. Wayne MacKay & Tim Quigley.

CAUT has appointed a committee of inquiry to examine the issue of academic freedom for university administrators. The committee is being chaired by Bill Bruneau, professor emeritus at the University of British Columbia and a member of CAUT's Academic Freedom and Tenure Committee. The other members of the committee are A. Wayne MacKay, president of Mount Allison University and Tim Quigley, a University of Saskatchewan law professor.

The immediate focus of the committee's work will be an examination of the allegation that George Nader, former principal of Peter Robinson College at Trent University, was denied reappointment as principal because he spoke publicly against the university board's plans to close the college. The committee will assess whether there were breaches of or threats to academic freedom in this case. In addition, the committee of inquiry has been asked to consider and make recommendations on the extent and nature of the entitlement of administrators to academic freedom. ■

Version française à la page A5.

L'exode des titulaires de doctorat

SELON une étude pilote réalisée par Statistique Canada, une multitude de nouveaux diplômés au niveau du doctorat quittent le pays.

Un nombre important de titulaires de doctorat de l'Université de Toronto et de l'Université de Montréal s'en vont aux États-Unis — pays qui compte déjà un grand nombre de Canadiens expatriés — pour y trouver de l'emploi ou poursuivre leurs études ou leurs recherches.

« Le Canada continue de voir partir ses travailleurs du savoir parce que les gouvernements fédéral et provinciaux n'investissent pas suffisamment d'argent dans le renouvellement universitaire », déclare Andrea Rounce, présidente du Caucus national des 2e et 3e cycles de la Fédération canadienne des étudiantes et étudiants.

Selon Mme Rounce, diplômée en sciences politiques de l'Université Carleton, les débouchés sont limités du fait que les universités remplacent

Voir L'EXODE à la page A9 ☞

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$1 Million

Faculty Associations

University of New Brunswick (AUNBT) — $50,000
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Dalhousie University (DFA) — $5,000

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Nos universités, notre avenir.

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LETTERS
COURRIER

Cure Worse than Disease

In his critique of the current free-market model for funding pharmaceutical research "Bad Rx – Big Pharma & Medical Research" (commentary, Bulletin, Oct. 2003), ethics professor Arthur Schafer argues that, "if biomedical researchers and their universities are to retain public trust, then they should simply not be permitted to put themselves into situations of financial conflict of interest. If the community values public science in the public interest, then it will have to be paid for by public tax dollars."

Three unwarranted assumptions inform Schafer's analysis: the state always knows best; the state always does best; and the state always has the "public interest" at heart.

None of these assumptions has any empirical validity. Indeed, they are routinely invalidated, particularly in Canada, whose current regime has been implicated in one scandal over use of tax dollars after another, many involving financial conflict of interest.

Before we rush to convert drug companies into quasi-Crown corporations and drug researchers into state minions, Schafer should reveal how many lifesaving drugs have been invented in command-and-control regimes like the former Soviet Union, or how the public interest would be served by giving more control to an unaccountable and self-serving bureaucracy that can't even provide Canadians with timely medical treatment or protection from tainted blood and contaminated water.

Schafer is to be commended for highlighting ethically indefensible conflict-of-interest features of the current funding model. What he fails to recognize is that his prescription for change – putting the development of drugs under rigid centralized control – would end up doing more harm than good. How ethical would that be?

HYMIE RUBENSTEIN
Anthropology
University of Manitoba

Chemistry Matters

Peter Anderson writes (bookshelf, Bulletin, Oct. 2003) "university departments such as chemistry and physics whose major role in the undergraduate curriculum for many years has been the provision of introductory service courses to biology, biochemistry and engineering students." Oh dear! How could I have wasted my time all these years teaching advanced organic chemistry to undergraduates?

Thank you Peter Anderson for enlightening me on my true function at the university. I will immediately set about contacting my former students who are now pursuing graduate studies or who are gainfully employed in Canada or the U.S. to let them know that it was all just a big mistake – they were really meant to be biologists, biochemists or engineers.

I had no business showing them that without chemistry our world would be by far the poorer, sicker and more ignorant.

Why Anderson feels the need to spout such arrant and arrogant nonsense about the merits of another academic discipline, is more than I can fathom. Perhaps he should take a look around and see just what a chemistry department actually teaches its students before passing judgement – or would that be too much to ask of a colleague?

PHILIP G. HULTIN
Chemistry
University of Manitoba

A Case for Collegiality

Victor Catano's column about confusing collegiality with congeniality (Bulletin, Oct. 2003) went straight to the heart of a thorny patch of issues that have caused me a lot of grief in my 10 years at the University of Alberta.

Universities are, indeed, not clubs, yet the pressure to dress "professionally," behave "professionally" and be "collegial" (i.e., deferential, or at the very least polite and compliant) from certain senior colleagues began the day I arrived. It gasped its last in the form of three waspish comments by some of the same people, no doubt, on the questionnaire regarding my promotion to full professor last year: all concerned putative problems with "collegiality."

If collegiality really means "collective sharing of power," as it originally did, then a number of faculty members very much senior to me at that time were breaking all the rules regarding interactions with colleagues. If it means being deferential, remaining polite in the face of provocation, being clubbable and dressing professionally, then I was (and still am) breaking all the rules. But, I'm happy to report things have changed dramatically in my department in the last five years, and being collegial now seems to mean "working together."

ANDREW COLIN GOW
History & Classics
University of Alberta

McGill Student Penalized for Not Using Internet Plagiarism Service

A STUDENT at McGill University is challenging a controversial new rule requiring all students to submit essays to a U.S.-based for-profit company that checks papers for plagiarism.

Jesse Rosenfeld, a second-year student in McGill's international development program, received a zero on an economics assignment after he refused to submit the paper to Turnitin.com, a company that has compiled a database of more than one million student essays.

McGill recently signed a contract with the California-based company and now requires students in many courses to have their assignments vetted by Turnitin.com before being submitted for grading.

Rosenfeld says he refused to upload his paper to the American internet site for an "originality report" because he objects to how his academic work will be used.

"I'm supposed to hand in my paper to a private company, which is then entered into a database, which the company in turn profits from. I'm indirectly helping a private company make a profit off my paper," Rosenfeld told CanWest News Service.

Michael Geist, Canada Research Chair in internet and e-commerce law at the University of Ottawa, says Rosenfeld has good reasons to challenge the rule.

"On copyright, I do see his issue," Geist said. "The company is taking this personal material and adding it to their database."

In the United States, where about 400 colleges subscribe to Turnitin.com for an annual fee of $1,000 to $10,000 (U.S.), critics have argued that because student papers are copied into a database in their entirety, the service violates students' copyrights. As well, the copying is done often without the consent or knowledge of students and may therefore violate their privacy.

Such concerns led the University of California at Berkeley recently to decide against subscribing to the service.

"We take student intellectual property rights seriously, and that's become one of the trouble spots for us in moving ahead with this proposal," said Michael Smith, the university's assistant chancellor for legal affairs.

Turnitin.com founder John Barrie dismisses claims his company is violating copyright rules even if students aren't forewarned their papers will be copied, arguing that the service is making "fair use" of student material.

Dan Burk, a law professor at the University of Minnesota who specializes in intellectual property, says Barrie's fair use defence is "baloney."

"To run a database, you have to make a copy," Burk told the Chronicle of Higher Education earlier this year. "If the student hasn't authorized that, then that's potentially an infringing copy."

In Canada, in addition to McGill, Turnitin.com has signed contracts with the University of Toronto, the University of British Columbia, the University of Victoria and Ryerson University. At the U of T, students may refuse to submit their papers to Turnitin.com. If they refuse, they are required to provide evidence of original work, including rough drafts and an annotated bibliography.

Meanwhile, Rosenfeld plans to launch an action arguing the McGill requirement also violates basic rights and freedoms recognized in law, including the principle of presumption of innocence. ■

Version française à la page A6.

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

A Failing Grade for Media Rankings

By VICTOR CATANO

IT'S that time of year again when news media attempt to assess universities by way of "report cards" or "rankings." We have already seen a new addition to the ranks of list-makers with the publication in October of the Globe and Mail's "University Report Card" that ranked universities on the basis of a satisfaction survey of university students.

The problem was that not enough students responded from each school to present a fair representation of all schools. And the student respondents, as might be expected, weren't always knowledgeable in their answers. I am sure the University of Waterloo was pleased to hear its nonexistent law school ranked ninth in the country in reputation. Perhaps there is a lesson here for university presidents who are obsessed with increasing their university's reputation in annual rankings – abolish a program and watch its reputation improve.

The Globe's attempt at rating universities will be followed this month by the Maclean's university issue that rates participating Canadian universities. This Maclean's issue is its most profitable. Many students and their parents use it to help them choose among schools. Maclean's provides a very general overview of its ranking methodology on its website but does not provide sufficient detail for anyone to critically assess what they are doing. The magazine evaluates universities on student body, classes, faculty, finances, library and reputation. Various weights are assigned to these factors. The factors each have several subcomponents such as number and dollar value of faculty grants and class size, among others.

What Maclean's and the Globe and Mail don't report are the actual differences among schools. Rankings obliterate the size of differences. All one can tell from a rank order is that one school rates higher than another – not whether the differences between the schools are meaningful. That is why categorizing institutions rather than ranking them would be more useful. Although categorizing institutions would not sell as many magazines or newspapers as ranking, it would be representative.

The use of rankings by Maclean's and the Globe and Mail is in fact a disservice to parents and students since it creates an impression the schools at the bottom of their lists are inferior and not worthy of selection. In fact, one of the hallmarks of publicly-funded post-secondary education in Canada is the overall quality of our universities and the high probability that students will get a good education wherever they go.

What Maclean's and the Globe and Mail should be assessing is the commitment of the federal and provincial governments to support of post-secondary education. The decrease in real dollars in core funding since the early 1990s has more of a negative effect on post-secondary education that anything one university can do to affect its ratings.

I have no doubt the Globe and Maclean's will continue to publish rankings as long as issues containing those lists make money. It would be nice, however, if they would categorize rather

See RANKINGS Page A10 ☞

LE MOT DU PRÉSIDENT

Les médias se classent au dernier rang

Par VICTOR CATANO

VOICI revenu le temps de l'année où les médias d'information tentent d'évaluer les universités en leur attribuant un carnet de notes ou un classement. Nouveau venu parmi les « faiseurs de listes », le *Globe and Mail* a publié en octobre dernier son « University Report Card », une sorte de carnet de notes qui classe les universités suivant le degré de satisfaction des étudiants.

Le problème tenait au fait que les écoles n'étaient pas toutes représentées équitablement par un nombre suffisant de répondants. Et ceux-ci, comme on pouvait s'y attendre, ne fournissaient pas toujours des réponses bien informées. Je suis certain que l'Université de Waterloo a été heureuse d'apprendre que son école de droit inexistante s'est classée neuvième au pays en ce qui a trait à la réputation de l'établissement. Les présidents d'université obsédés par la préoccupation d'accroître la réputation de leur établissement dans les classements annuels pourront peut-être tirer une leçon de ce cas : abolissez un programme et constatez une nette amélioration de sa réputation.

Le classement des universités par le *Globe and Mail* sera suivi ce mois-ci par l'édition spéciale – et la plus lucrative – du magazine *Maclean's* consacrée au classement des universités canadiennes participantes. Bon nombre d'étudiants et leurs parents s'y réfèrent pour déterminer les établissements qu'ils devraient privilégier. Le *Maclean's* donne une description très générale de ses méthodes de classement sur son site web mais ne fournit pas suffisamment de détails pour qu'on puisse les évaluer de façon éclairée. Le magazine évalue les universités en fonction de la population étudiante, des salles de classe, du corps professoral, de l'état des finances, de la bibliothèque et de la réputation de l'établissement. Différents coefficients de pondération sont attribués à ces facteurs, et chacun de ces facteurs comporte des sous-éléments tels que le nombre et la valeur en dollars des bourses de recherches et d'études supérieures ainsi que le nombre d'étudiants par classe.

Mais le *Maclean's* comme le *Globe and Mail* ne donne aucune indication sur les véritables différences qui existent entre les écoles. L'ordre de classement efface l'importance des différences. Tout ce que l'on peut dire d'un ordre de classement, c'est qu'un établissement se classe mieux qu'un autre – et non pas si les différences entre les établissements sont significatives. Voilà pourquoi il serait plus utile de ranger les universités dans des catégories plutôt que de leur attribuer un ordre de classement. Certes, la catégorisation des établissements ne ferait pas vendre autant de magazines ou de journaux que le classement, mais elle serait représentative.

Le fait que le *Maclean's* et le *Globe and Mail* attribuent un classement aux universités dessert les intérêts des parents et des étudiants, parce que cela donne l'impression que les établissements classés les plus bas sont inférieurs et ne sont pas dignes d'être sélectionnés. En fait, l'une des caractéristiques de l'enseignement post-secondaire public au Canada est la qualité globale de nos universités et la forte probabilité que les étudiants recevront une bonne éducation quelque soit l'établissement qu'ils choisiront.

Ce que le *Maclean's* et le *Globe and Mail* devraient évaluer, c'est l'engagement des gouvernements

Voir LES MÉDIAS à la page A9 ☞

Cost of Underfunding Is Too High

By DAVID HILL

STUDENTS are seen as the beneficiaries of education – they gain what is needed to perform at a higher level, giving them access to higher paid, more satisfying jobs. But others benefit too. Government and industry gain educated employees. Governments also gain increased tax revenue and society benefits from a better educated workforce. In the 19th century, Bismarck introduced universal elementary education in Germany. The resulting industrial advantage forced Britain to follow suit in order to compete. We now face a similar situation at the post-secondary education level although there are arguments about who should pick up the tab.

"Who should pay?" is a social/political question. Students will pay through higher taxes over a lifetime because they'll earn more. However, companies couldn't operate without university-educated workers – and companies now pay a great deal less than they used to because their contribution to government tax revenue has dropped dramatically over recent decades. Higher education depends on government support from tax revenues as well as student fees and endowments.

Decreasing government support means higher student fees and cutbacks at universities. Increased fees discourage attendance by qualified people who lack resources, introducing inequality as well as wasting talent. Cutbacks reduce the number of places available, again wasting talent. For example, only 30 per cent of qualified applicants gain access to British Columbia's three major universities.

But underfunding has far more serious consequences because it undermines the very foundation of university teaching. It goes beyond the conventional view that universities provide new knowledge or meet some Enlightenment ideal of the pursuit of "truth," important as these may be.

Human performance can be placed in three broad categories: skill-based, rule-based and knowledge-based.

Skill-based performance is automatic, often muscle-memory-type performance. Touch-typing, riding a bicycle, driving a car, welding, even arithmetic ability, are examples of skill-based performance. Skills are largely independent of conscious control or analysis and hard to describe or teach except by demonstration and practice. Indeed, thinking too much about the process often degrades skill-based performance. Normal life is only possible because we can reduce many activities to this performance level.

Rule-based performance is an ability to recognize a problem situation and apply a solution that has previously been worked out. Using a cookbook to help prepare meals or filling in a tax form are everyday examples. Skills like how to chop food or perform arithmetic are, of course, needed in addition to the rules (recipes, tax guides) involved.

Thus rule-based performance involves codes of practice, troubleshooting manuals and other procedures that can, in principle, be written down, but is restricted to things that are already known well enough to write the necessary instructions. Learning consists of learning the procedures and the problems to which they can be applied. This kind of knowledge is descriptive, and often tells us little about the underlying reality. Thus the Ptolemaic view of the movements of the planets in the solar system, which provided a basis for figuring out how the planets would appear to move in the heavens, was reasonably accurate in predicting how they would

Underfunding destroys the very foundations of the university mission.

move. But it bore little relation to the reality of "masses orbiting the sun under the influence of gravity" and was therefore not much use for anything else.

Skill- and rule-based performance both involve predictable completion times and many jobs require both. The United States Navy's procedures for repairing shipborne computers required a non-functioning module to be thrown overboard and replaced by a new one after a certain time had elapsed. Such a time threshold represented the time needed to apply all the standard diagnostic and remedial techniques laid out in the manuals. After that, something new was required, taking a potentially open-ended time to complete – unacceptable in a battle zone.

This was because time taken for the "something new" is not predictable because it involves stepping outside what is known, using a full understanding of the relevant aspects of reality, not just a superficial description or recipe. The path to a solution is simply unknown and there is no sure path to discovery – it requires "knowledge-based" performance.

See COST Page A10 ☞

La contestation fondée sur la Charte se poursuit en novembre

La Fédération canadienne des étudiantes et étudiants attend de connaître la date à laquelle elle comparaîtra devant la Cour supérieure de justice de l'Ontario pour contester la décision du gouvernement fédéral de refuser d'accorder aux emprunteurs de prêts étudiants le droit de déclarer faillite pendant une période de dix ans.

En 1997, sous les auspices d'Industrie Canada, le gouvernement fédéral a entrepris un examen de la *Loi sur la faillite et l'insolvabilité* au cours duquel il a proposé que les prêts étudiants provinciaux et fédéraux soient exempts de la protection offerte aux termes de la loi pour une période de deux ans. À l'époque, une série d'audiences ont été tenues et une grande variété d'organismes, dont la Fédération canadienne des étudiantes et étudiants, ont comparu devant des comités d'Industrie Canada pour s'opposer au changement proposé. En dépit de ces consultations, la loi a été modifiée de sorte à priver les emprunteurs de prêts étudiants du droit de déclarer faillite pendant une période de deux ans.

Moins de dix mois plus tard, le gouvernement fédéral a modifié la loi à nouveau pour faire passer le délai d'interdiction de deux ans à dix ans. Cette modification a été enfouie dans le texte législatif intégré dans le « budget de l'éducation » de 1998. Aucune audience publique n'a été tenue sur la modification et le gouvernement fédéral n'a jamais justifié le passage de deux à dix ans. De plus, le changement a été caché dans une loi omnibus et n'a fait l'objet d'aucun débat à la Chambre des communes.

En mars 1999, la Fédération canadienne des étudiantes et étudiants a entamé des procédures judiciaires pour contester la loi aux termes de la *Charte canadienne des droits et libertés*, faisant valoir que les modifications apportées à la *Loi sur la faillite et l'insolvabilité* sont discriminatoires et inconstitutionnelles.

« La Fédération a entrepris une contestation fondée sur la Charte en conséquence de la décision prise par le gouvernement canadien de refuser aux emprunteurs de prêts étudiants le droit de se prévaloir de la protection offerte en vertu de la loi sur la faillite », a déclaré le président national de la Fédération, Ian Boyko. « Le gouvernement fédéral les prive de leur droit à la protection, et il appartient maintenant aux tribunaux de décider si leur exclusion est fondamentalement injuste en vertu de la Charte. »

Le directeur général de l'ACPPU, James Turk, a déclaré que la restriction a pris une ampleur démesurée.

« Il est inacceptable qu'un joueur ayant subi de lourdes pertes en paris de courses puisse déclarer faillite, mais qu'un ancien étudiant ne puisse pas se prévaloir d'un tel droit s'il croule sous des dettes qu'il a contractées pour se faire instruire », d'ajouter M. Turk.

Les contre-interrogatoires préliminaires se sont terminés au printemps dernier. La date provisoire du procès a été fixée au 19 novembre 2003. ■

La Caisse de défense prend de l'ampleur

À son assemblée annuelle du 18 octobre, le conseil d'administration de la Caisse de défense de l'ACPPU a décidé de fournir une aide financière aux associations membres qui ont recours à la médiation ou à l'arbitrage par convergence d'intérêts (y compris l'arbitrage des propositions finales) en vue de régler une entente sur une convention collective.

« Cette aide permettra aux associations membres d'absorber les frais engagés dans le cadre du processus de négociation », déclare le président du conseil d'administration et administrateur de l'Association des professeurs de l'Université Laurentienne, Jean-Charles Cachon.

Les frais d'arbitrage et de médiation admissibles comprennent les frais juridiques, les honoraires et les frais des conseils d'arbitrage et des médiateurs, les frais liés au lieu des réunions et les autres frais liés directement à l'arbitrage ou à la médiation.

Les administrateurs ont aussi voté en faveur de la création du poste de président de la caisse.

« Le poste de président du conseil sera maintenu, mais le titulaire sera chargé principalement de présider les réunions du conseil », de préciser M. Cachon. « Quant au président de la caisse, il assurera la direction des affaires, entre autres la coordination des grèves. »

Ces changements sont sujets à l'approbation d'Industrie Canada parce qu'ils modifieront les règlements administratifs de la caisse.

Pour ce qui est de l'indemnité de grève, les administrateurs ont décidé de l'augmenter à 60 $ par jour, la portant ainsi au rang des plus élevées au pays.

La Caisse de défense de l'ACPPU compte 33 associations membres et dispose de près de 15 millions de dollars d'actif. ■

Pour obtenir plus d'informations sur la caisse ou savoir comment votre association peut y adhérer, visitez le site web : http://defencefund.caut.ca/.

English on page A9.

Trial Date Set for Charter Challenge to Bankruptcy Law

The Canadian Federation of Students awaits its trial date with the Ontario Superior Court of Justice as a result of the federal government's decision to deny student loan borrowers the right to declare bankruptcy for a period of 10 years.

In 1997, under the auspices of Industry Canada, the federal government undertook a review of the Bankruptcy and Insolvency Act. During that review process, the government proposed that provincial and federal student loans be exempt from protection under the act for a period of two years. At the time, a series of hearings was held and a wide variety of organizations, including the Canadian Federation of Students, appeared before Industry Canada committees to argue against the proposed change. Despite these consultations, the act was amended to deny student loan borrowers the right to declare bankruptcy for a period of two years.

Less than 10 months later, the federal government amended the act again and extended the prohibition cap to 10 years. This change was buried in the legislation contained in the government's 1998 "education budget." No public hearings were held on the change and the federal government has never supplied any data justifying the change from two to 10 years. In addition, the change was buried in omnibus legislation and was never debated in the House of Commons.

In March 1999, the Canadian Federation of Students started legal proceedings to challenge the law under the Canadian Charter of Rights and Freedoms, claiming the Bankruptcy and Insolvency Act amendments are discriminatory and unconstitutional.

"The Charter challenge was brought as a result of the Canadian government's decision to deny student loan borrowers the right to avail themselves of the protection afforded by the bankruptcy law," said CFS national chairperson Ian Boyko. "Their right to protection has been taken away by the federal government and the courts now have the role of deciding whether their exclusion is fundamentally unfair under the Charter."

James Turk, executive director of CAUT, said the restriction is out of hand.

"It's outrageous that a gambler can declare bankruptcy for massive losses at the race track, but a former student cannot declare bankruptcy if overwhelmed by debt incurred to obtain an education," Turk said.

Pre-trial cross-examinations were completed last spring. A tentative trial date has been set for Nov. 19, 2003. ■

Saskatchewan Ratifies Agreement

After a year of negotiating, 935 faculty members at the University of Saskatchewan have a new collective agreement.

The three-year agreement, ratified in September, includes improvements to wages, benefits and "tenure" for librarians who, according to faculty association chair Robert Gander, "now feel more like faculty members."

Increases range from 3% in both 2002 and 2003 to 2.5% in 2004, with benefits and other salary adjustments of 1.18% over the term of the agreement.

The agreement covers terms and conditions of employment for faculty, librarians and extension specialists. ■

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NEWS ACTUALITÉS

Strike Averted at Carleton

Negotiators avoid work stoppage with last-minute deal.

With the hours ticking down to a strike, negotiators for Carleton University and the union representing its academic staff reached a tentative settlement in their contract dispute.

With the three-year deal, academic staff won a 5 per cent salary increase (plus a $250 increase to base) in the first year, 3 per cent (plus a $200 increase to base) in the second year, and 3 per cent in the third year. In addition, the salary floor for an assistant professor was raised by $2,000, which also increases the value of employees' career development increments and the breakpoints and ceilings for career development increments.

"We are also pleased with what is not in the agreement," said Sonya Lipsett-Rivera, chief negotiator for the Carleton University Academic Staff Association.

"The administration was determined to introduce a merit pay scheme, require co-pay on benefits for retirees, and allow suspension without pay as a disciplinary step.

"We said no and stuck by our position," she added.

CUASA president Thomas Kunz said he was pleased with the settlement.

"This agreement takes us a long way toward making Carleton salaries closer to those at comparable institutions in Ontario," he said.

The agreement was ratified by union members on Oct. 30. ■

Minister Backpedals on National ID Cards

Citizenship and Immigration Minister Denis Coderre may be backing away from his strident call for the introduction of a national identity card equipped with biometric identifiers by 2005 for all Canadians. After aggressive promotion of the proposal over the past few months, momentum for the idea has dissipated rapidly with the release of a critical report by the Commons committee on citizenship and immigration.

The committee, after almost a year of study and consultations, issued its interim report Oct. 7. While containing no recommendations, the report presents strong arguments against introduction of national identity cards.

The committee's report details 13 main objections cited by witnesses it heard from. Registered concerns question the ability of national ID cards to prevent identity fraud or combat terrorism (two of the main rationales for adopting a card). The report also raises serious concerns about the potential abuse of the system, invasions of privacy and the cost of implementing the program.

While a biometric ID card might be effective in matching a card to an individual, witnesses told the committee the card would not prevent individuals from applying for cards under false identities. They suggested that instead of creating a new super card, the government should focus its efforts on improving the security of existing identity documents.

Witnesses warned many times that biometric identity cards could be obtained fraudulently by determined parties, and that terrorists did not need to falsify their identities to commit terrorist attacks, undermining Coderre's argument that security would be enhanced through a national ID card.

The committee report also raises the prospect that the card could be demanded for more than its original purpose. Law enforcement agencies could argue that cards should be carried at all times as part of a crackdown on crime, or that cards should be linked to databases containing criminal, financial and travel records.

The Canadian government could argue that possession of a card should be the condition for obtaining access to public services. Over time, government authorities could insist that all types of information relevant to their work – such as benefit records, medical records, driving records, employment history and tax information – be linked to cards.

The private sector could insist on production of an identity card for any business transaction, from buying groceries to renting a car, and could easily amass data profiles of customers. Public and private entities could argue that access to public and private space should be controlled by national ID cards.

Witnesses pointed out that the pervasive use of a single identity card to grant access in society could have severe consequences for people who lost their cards, refused to carry a card, or experienced "false rejections" of their identity owing to flaws in the information technology system. For all practical purposes, these people would be nonentities.

In addition, the committee heard that the linkage of the card to databases could seriously erode individual privacy. At present, the burgeoning records of personal information held by state authorities are divided into numerous, separate databases. With a universal identifier, the "firewalls" between these databases – which have hitherto been essential in protecting individual privacy – could be breached by the creation of centralized databases, by hackers, or by overzealous law enforcers.

Rebutting the contention that "if one has nothing to hide, one has nothing to fear," witnesses suggested that, carried to its logical conclusion, this argument "would allow police to enter our homes, read our mail, and listen to our telephone calls at any time just to ensure that we were not breaking the law."

As one witness put it, "[t]he fact is that we all have things to hide, not because they are wrong or shameful, let alone illegal, but simply because they are private." While data protection laws exist and could be expanded if a multipurpose card were introduced, witnesses said that for those laws to be of any value, a massive bureaucracy would have to be introduced to ensure compliance.

Interim federal privacy commissioner Robert Marleau testified that costs associated with a national identity system would be enormous. "Just creating it could cost between $3 and $5 billion, with substantial additional costs to actually operate it," he said in recommending against the card.

The committee's report also questions poll results showing respondents' endorsement of a national ID system. Noting that poll questions had not been posed in a neutral manner and that the polls themselves established that most Canadians did not understand what biometric technology was, the report says "[i]n stark contrast to the polling results," most witnesses told the committee they were "adamantly opposed to any sort of national identity card."

Detailing "new evidence" contained in the Canadian report, a British newspaper suggested that within days of its release the British government had decided to "dump" the identity card scheme that was being shepherded toward legislation by Home Secretary David Blunkett, announcing it was "highly unlikely" the proposal would be included in the Queen's Speech at the opening of Parliament. ■

The Commons committee on citizenship and immigration recently issued a new invitation for submissions on the question of national ID cards. CAUT will be submitting a short brief in support of an earlier submission given to the committee by the Canadian Bar Association.

The committee's interim report *A National Identity Card for Canada?* can be found at: www.parl.gc.ca/InfocomDoc/Documents/37/2/parlbus/commbus/house/reports/cimmrp06-e.htm.

Version française à la page A11.

L'affaire Nader : une enquête en cours

L'ACPPU a crée un comité d'enquête chargé d'examiner la question de la liberté universitaire pour les administrateurs universitaires.

Le comité est présidé par Bill Bruneau, professeur émérite à l'Université de la Colombie-Britannique et membre du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU. Les deux autres membres sont A. Wayne MacKay, président de la Mount Allison University, et Tim Quigley, professeur de droit à l'Université de la Saskatchewan.

Le comité s'occupera dans un premier temps d'examiner l'allégation selon laquelle George Nader, ancien directeur du Peter Robinson College à la Trent University, n'a pas été reconduit dans ses fonctions de directeur parce qu'il a dénoncé publiquement les intentions du conseil de l'université de fermer le collège. Le comité déterminera si en l'occurrence la liberté universitaire a été violée ou menacée.

D'autre part, le comité d'enquête a été chargé d'étudier la mesure dans laquelle les administrateurs ont droit à la liberté universitaire et la nature de ce droit, et de formuler des recommandations à cet égard. ■

English on page A1.

Exeter Pays Canadian Prof $140K Damages

Russel Ogden, a criminologist at Kwantlen University College in Surrey, B.C., has won $140,466 in damages from Exeter University after it broke a commitment to protect him while he conducted his PhD dissertation research on a secret global network conducting assisted suicides. Ogden studied at Exeter between 1995 and 1998.

The U.K.-based university was ordered to pay damages to Ogden because of its failure to abide by an assurance it would help keep secret the identities of the many respondents who told Ogden they had provided euthanasia and assisted suicide for terminally ill people.

"Years of my life were squandered solely because of Exeter's refusal to keep its written commitments and follow its own policies," Ogden says.

In 1999, Exeter's Senate Committee of Academic Enquiry ruled the ethics committee that oversaw Ogden's research had "mishandled" his case and "demonstrated serious incompetence." The committee also found the level of supervision fell short of the university's published standards. Nevertheless, the university refused to offer a remedy.

The only recourse Ogden had was to petition the university's "visitor," in Exeter's case the Queen. His appeal to the Queen as visitor was handled by the Lord Chancellor, who was ordered to take jurisdiction on her behalf.

The Lord Chancellor's department confirmed the findings of the academic enquiry, scolded Exeter for its refusal to award a remedy and ordered damages for "negligent action."

Ogden spent two years interviewing more than 100 people in Canada, Britain, the Netherlands and the United States who claimed first-hand involvement in helping people with AIDS commit suicide.

To conduct his interviews, Ogden had to offer respondents absolute confidentiality, particularly if courts ordered him to release their names.

Exeter's ethics committee initially approved this guarantee of confidentiality and gave a written statement recognizing "that entry into commitments of this kind is integral to the pursuit of truth through sociological research, and (we) accept the obligation to support and sustain those who do so."

But in 1997, two years into his research, Ogden learned that just five days after he received ethical approval, the chair of the committee had quietly altered the statement, rescinding the committee's support. The change meant Ogden's research participants were misled about the true conditions for their informed consent.

In his ruling, the Lord Chancellor said "the main consequence of that negligence was he could not use the research he had undertaken in reliance of the university's assurances. In practice therefore he was denied the opportunity to obtain a PhD at Exeter University."

Ogden had previously fought a high-profile battle with Simon Fraser University over its refusal to financially support his legal efforts to protect the confidentiality of the subjects in his MA thesis research, which had uncovered 34 Canadians with AIDS who had died through assisted suicides. Ogden's research received widespread attention in the mid-1990s and changed understanding of suicide among people with AIDS.

After lengthy hearings, Vancouver's coroner ruled in 1995 that Ogden was not in contempt of court for refusing to identify his respondents. And in 1998, after a multi-year legal battle, Ogden received an official apology from Simon Fraser University and compensation for his legal costs in defending SFU's research policy in coroner's court.

In January this year Ogden faced another subpoena, this time from the B.C. Crown who will be prosecuting a 72-year-old woman next year on two counts of aiding suicide.

Ogden said he asked Exeter's ethics committee for guidance on what he should say to the court, but his answer came from the university solicitors.

"They told me not to communicate with the ethics committee."

"Ogden's experiences show the serious problems social scientists face in conducting important research into socially-sanctioned behaviour," said James Turk, executive director of CAUT.

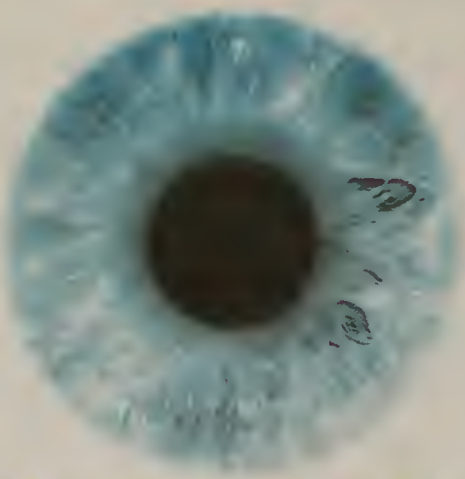
"Without being able to offer respondents confidentiality, this kind of research cannot be done except with grave risk to the researcher. Yet, these studies are often of vital social importance."

Turk said CAUT is "having discussions with the Canadian funding agencies to explore mechanisms to deal with this problem."

Certainly Ogden is delighted that Kwantlen University College has undertaken to support his current research. "The vice-presidents called me to a meeting and said they would set aside money, just in case." He says after everything he's been through, "their commitment to free enquiry is refreshing." ■

Background: CAUT Bulletin reports June 1998 "When Research Ethics & the Law Conflict," October 1998 "Consultation Underway at Simon Fraser Following Coroner's Inquest," and November 1998 "Charting the Way for Research Ethics."

The original English version of these articles can be viewed at www.caut.ca.



How a quick scan can reveal big differences

THE EYES HAVE IT, they say; each is as unique as our genetic coding. New iris scanning technology is quick, non-intrusive, and 1,000 times more "tamper resistant" than fingerprinting. It will soon replace pin numbers for accessing automated bank machines, and retinal scanning is already widely used in high-security operations.

Biometric sciences confirm, in the minutiae of our physical make-up, what we all intuitively know: that each of us is distinctly different. And every group of individuals, it must follow, also has its own special qualities. That is certainly true of the University of Windsor, where several unique advantages make us a surprisingly good place in which to build a successful academic career.

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ACTUALITÉS

Un étudiant pénalisé pour son refus d'utiliser un site Internet anti-plagiat

UN étudiant de l'Université McGill conteste une nouvelle règle controversée suivant laquelle tous les étudiants doivent soumettre leurs dissertations à une société américaine à but lucratif qui s'occupe de détecter les cas de plagiat.

Jesse Rosenfeld, un étudiant de deuxième année de McGill inscrit au programme de développement international, s'est vu attribuer la note zéro pour un travail d'économique parce qu'il avait refusé de soumettre le document en question au site Internet Turnitin.com, une société qui gère une base de données dans laquelle sont stockées plus de un million de dissertations d'étudiants. En effet, depuis qu'elle a conclu récemment un contrat de service avec la société californienne, l'Université McGill exige dans bon nombre de cours que les étudiants fassent vérifier leurs travaux par Turnitin.com avant de les remettre à leurs professeurs pour les faire corriger.

Rosenfeld affirme avoir refusé de soumettre sa dissertation au « test d'originalité » du site Internet américain parce qu'il s'oppose au traitement qui sera fait de son travail universitaire. « Je suis censé remettre ma dissertation à une société privée, qui l'entrera dans une base de données dont elle tirera ensuite profit. J'aide ainsi indirectement une entreprise à exploiter mon travail », fait valoir Rosenfeld à Can West News Service.

Michael Geist, qui a remporté la Chaire de recherche du Canada en droit d'Internet et du commerce électronique à l'Université d'Ottawa, soutient que Rosenfeld a de bonnes raisons de contester la règle. « Sur la question du droit d'auteur, je vois très bien le point qu'il défend », indique Geist. « La compagnie prend possession de ce document personnel et l'ajoute à sa base de données. »

Aux États-Unis, où près de 400 collèges versent à Turnitin.com des frais d'adhésion annuels variant de 1 000 $ à 10 000 $ US, les critiques font valoir que le service viole les droits d'auteur des étudiants en reproduisant leurs travaux dans leur intégralité. De même, la reproduction se fait souvent sans le consentement et à l'insu des étudiants et peut donc porter atteinte à leur vie privée.

Ce sont de telles préoccupations qui ont amené l'Université de Californie à Berkeley à prendre la décision de ne pas s'abonner au service. « Nous prenons les droits de propriété intellectuelle des étudiants au sérieux, et c'est là une des sources de difficultés qui nous empêche d'aller de l'avant avec cette proposition », déclare Michael Smith, vice-recteur de l'université pour les affaires juridiques.

Le fondateur de Turnitin.com, John Barrie, réfute les prétentions selon lesquelles sa société contrevient aux règles sur le droit d'auteur même si les étudiants ne sont pas prévenus que leurs documents seront reproduits, en soutenant que le service fait une « utilisation raisonnable » des travaux des étudiants.

Dan Burk, un professeur de droit à l'Université du Minnesota qui se spécialise dans la propriété intellectuelle, affirme que Barrie débite des balivernes en invoquant l'utilisation raisonnable comme défense. Comme Burk l'a indiqué plus tôt cette année au *Chronicle of Higher Education*, « pour gérer une base de données, il faut nécessairement en faire une copie. Dans le cas où l'étudiant ne l'a pas autorisé, la copie est susceptible d'être contrefaite. »

Au Canada, outre l'Université McGill, Turnitin.com a signé un contrat avec l'Université de Toronto, l'Université de la Colombie-Britannique, l'Université de Victoria et l'Université Ryerson.

À l'Université de Toronto, les étudiants peuvent refuser de soumettre leurs dissertations à Turnitin.com à condition de fournir des preuves confirmant l'originalité de leur travail, comme des ébauches et une bibliographie analytique.

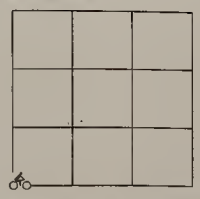
Dans l'intervalle, Rosenfeld compte engager une action alléguant que la règle de l'Université McGill viole aussi les droits et libertés fondamentaux reconnus en droit, y compris le principe de la présomption d'innocence. ■

English on page A2.

HOMEWORK!

Complete Coverage

Nine farms in a square array are separated by a grid of roads, one kilometer apart, as in the diagram. A cyclist starting at the lower left corner wishes to follow a route that covers each piece of road around and between the farms at least once.



What is the minimum distance the cyclist must travel?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A9.

Academics in Australia Protest Government Proposal

Strike takes place at universities across Australia Oct. 16.

LAST month, more than 40,000 university staff across Australia staged a 24-hour strike that shut virtually all the country's 38 public universities. University staff were protesting against plans by the government to take away their rights to bargain collectively and have freedom of association.

The Conservative government of Prime Minister John Howard has pushed legislation through the House of Representatives that ties more than $400 million in federal funding to requirements that universities adopt policies that strip staff of workplace rights won over decades.

National Tertiary Education Union president Carolyn Allport said institutions and unions had a right to continue collective bargaining without unwarranted intervention by the government.

"[The government's] action is against all international standards of the institutional autonomy for universities and will involve significant compliance costs for institutions," she said.

"Stripping back standards on redundancy, termination and workplace consultation will do nothing to improve the quality of education provided by our universities and is inconsistent with the principles of academic freedom and collegial decision-making."

Education Minister Brendan Nelson lashed out at the striking academics saying their action would harm the nation's 700,000 university students who are approaching end-of-year exams, but left the door open for possible concessions.

"Of course, I will listen to reasonable and constructive arguments in relation to refinements of the package," he said. "But we are not prepared to see major elements of these reforms cherry-picked."

The opposition Labor party education spokeswoman, Jenny Macklin, accused the government of seeking to impose unreasonable and ideological industrial relations conditions.

"[We] want university management, staff and their unions to be able to sit down and be able to sensibly negotiate enterprise agreements together, without the heavy hand of the Howard government getting involved," she said.

The NTEU said the success of the one-day stoppage sends a clear message to the Senate.

"The vast majority of university staff is opposed to the government's proposed workplace requirements for universities and want the Senate to block these requirements when they come up for consideration," Allport said.

There were two exceptions to the Oct. 16 action. At the University of New South Wales, which already has an enterprise agreement (contrary to the government's prescriptions), staff did not go on strike but took part in the Sydney protest action. At the Australian National University, more than 800 staff members attended a meeting at which vice chancellor Ian Chubb signed a three-year enterprise bargaining agreement with NTEU, which did not incorporate any of the government's proposed workplace requirements.

CAUT and many of its local and federated associations sent messages of support to their Australian colleagues. In a letter to their NTEU counterparts, CAUT president Victor Catano and executive director James Turk wrote, "The CAUT executive reviewed the Australian government's proposal ... and was appalled by the measures being put forward. We applaud the resolute determination of your members to fight against the government plan.

"Please convey our strongest expression of support and solidarity to your members ... We hope your strike will help make the government realize the folly of its ways. CAUT is prepared to do whatever it can to assist you in this fight. Your success will be a victory for academics and for the quality of public higher education around the world." ■

– PHOTO TIM AUBREY UNIVERSITY OF TECHNOLOGY SYDNEY –

Oct. 16 Rally — Hailed as the largest rally of staff in the history of the NTEU (NSW), 3,000 university staff from Sydney take part in the national strike.

More information is available at NTEU's web site: www.nteu.org.au.

Les professeurs australiens protestent contre le gouvernement

LE mois dernier, plus de 40 000 universitaires dans toute l'Australie ont déclenché une grève de 24 heures qui a pratiquement stoppé les activités des 38 universités publiques du pays. Les professeurs d'université protestaient contre l'intention du gouvernement d'abolir leurs droits à la négociation collective et à la liberté universitaire.

Le gouvernement conservateur du premier ministre John Howard a réussi à faire adopter par la Chambre des représentants un projet de loi qui accorde aux universités plus de 400 millions de dollars en fonds fédéraux à la condition qu'elles adoptent des politiques qui privent leur personnel de droits acquis au fil des ans.

Selon la présidente du National Tertiary Education Union, Carolyn Allport, les institutions et les syndicats avaient le droit de poursuivre la négociation collective sans l'intervention injustifiée du gouvernement.

« L'action du gouvernement va à l'encontre de toutes les normes internationales qui régissent l'autonomie des universités et celles-ci devront engager des frais considérables pour se conformer aux exigences », a-t-elle déclaré.

« La suppression des normes relatives au personnel excédentaire, à la cessation d'emploi et à la consultation en milieu de travail ne contribuera aucunement à améliorer la qualité de l'enseignement offert par nos universités et n'est pas conforme aux principes de la liberté universitaire et de la collégialité. »

Le ministre de l'Éducation, Brendan Nelson, a blâmé les universitaires en grève en déclarant que leur action nuirait aux 700 000 étudiants d'université du pays qui subiront bientôt leurs examens de fin d'année, mais il a laissé la porte ouverte pour des concessions possibles.

« Bien entendu, je serai attentif aux arguments raisonnables et constructifs qui pourront améliorer le plan », a-t-il déclaré. « Mais nous ne sommes pas disposés à accepter que les grandes composantes de cette réforme soient triées sur le volet. »

La porte-parole en matière d'éducation du Parti d'opposition travailliste, Jenny Macklin, a accusé le gouvernement de chercher à imposer des conditions de travail déraisonnables et idéologiques.

« Nous voulons que les administrations des universités, le personnel et leurs syndicats puissent s'asseoir à la même table pour négocier raisonnablement des accords sur les conditions de travail sans l'intervention excessive du gouvernement Howard », a-t-elle ajouté.

Selon le NTEU, le succès de la grève de 24 heures envoie un message sans équivoque au Sénat.

« La grande majorité des universitaires s'oppose aux conditions que le gouvernement désire imposer aux universités et souhaite que le Sénat rejette le texte législatif qui sera soumis à son examen », a dit Allport.

Deux établissements n'ont pas pris part comme tel à la grève du 16 octobre. À l'University of New South Wales, qui a déjà conclu un accord sur les conditions de travail (contraire aux prescriptions du gouvernement), le personnel n'a pas fait la grève mais a pris part au mouvement de protestation à Sydney. À l'Australian National University, plus de 800 employés ont assisté à une réunion où le vice-recteur Ian Chubb a signé avec le syndicat NTEU une convention collective qui ne comportait aucune des conditions d'emploi proposées par le gouvernement.

L'ACPPU et un grand nombre de ses associations locales et fédérées ont transmis des messages de soutien à leurs collègues australiens. Dans une lettre adressée à leurs homologues du NTEU, le président de l'ACPPU, Victor Catano, et le directeur général, James Turk, écrivent que « le comité de direction de l'ACPPU est consterné par les mesures proposées par le gouvernement australien. Nous applaudissons à la résolution avec laquelle vos membres s'opposent à l'offensive du gouvernement. »

« Veuillez transmettre à vos membres l'expression de notre plus grand soutien et de notre plus grande solidarité... Nous espérons que votre grève amènera le gouvernement à prendre conscience de la folie de son action. L'ACPPU est prête à faire tout ce qu'elle peut pour vous appuyer dans cette lutte. Votre succès marquera une victoire pour tous les universitaires et rehaussera la qualité de l'enseignement supérieur public dans le monde entier. » ■

Pour plus d'information sur la lutte des universitaires australiens, visitez le site www.nteu.org.au.

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David Healy. Toronto: James Lorimer & Company Ltd., 2003; 464 pp.; paper $29.95 ca.

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In this book David Healy describes his transition from drug industry consultant to independent-minded critic. We meet leading figures in drug research, industry promotion, and government regulators. We are taken into the back rooms of lawsuits where industry experts go head-to-head with lawyers and victims families looking for compensation for apparently Prozac-induced suicide. We see the medical writing agencies pharmaceutical companies use to ghost write academic articles that appear in prestigious medical journals.

Near the conclusion of the book we witness Healy being offered a prestigious job at the University of Toronto, then having the offer rescinded after a talk that raised issues discussed in this book.

BY DAVID HEALY

***Dr. DAVID HEALY** is Reader in Psychological Medicine at the University of Wales College of Medicine and Visiting Professor of Medicine at the University of Toronto. He is author of more than 120 peer reviewed articles and more than a dozen books, including The Antidepressant Era (Harvard) and The Creation of Psychopharmacology (Harvard).*

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NEWS ACTUALITÉS

White Ribbon — Get Involved!

THE White Ribbon Campaign, entering its 12th year, continues its work of encouraging men to become involved in ending men's violence against women.

Today, the WRC is the largest effort in the world of men working to end violence against women.

"Change will occur if we each accept personal responsibility to make sure it happens," says campaign programme manager Jack Gagliardi. "As men who care about the women in our lives, we can take responsibility to help make sure women live free from fear and violence."

Each year, white ribbon supporters wear a ribbon from Nov. 25, the International Day for the Eradication of Violence Against Women until Dec. 6, the anniversary of the Montreal massacre and Canada's National Day of Remembrance and Action on Violence Against Women.

"Wearing a white ribbon is a personal pledge never to commit violence against women," Gagliardi said. "It is a personal pledge not to condone acts of violence, not to make excuses for perpetrators of violence and not to think that any woman 'asks for it.' It is a pledge not to remain silent. It is a pledge to challenge the men around us to act to end violence."

As in past years, white ribbons will be available for delegates attending the CAUT Council meeting in Ottawa Nov. 21–23, 2003. ■

Les médias se classent au dernier rang

☞ Suite de la PAGE A3

fédéral et provinciaux à soutenir l'enseignement postsecondaire. Depuis le début des années 1990, la baisse du financement de base en dollars réels a davantage un effet négatif sur l'enseignement postsecondaire que toutes les mesures prises par une université pour influer sur les cotes attribuées.

Je n'ai aucun doute que le *Globe and Mail* et le *Maclean's* continueront de publier les classements des universités aussi longtemps que les éditions comportant ces listes rapporteront de l'argent. Il serait utile, toutefois, qu'ils rangent les établissements par catégories plutôt que par ordre de classement et qu'ils incorporent des indicateurs qui reflètent le rôle que les gouvernements jouent dans le secteur de l'éducation. Quels pourraient être ces indicateurs, entre autres?

À quoi sert de savoir qu'une école est classée au premier rang si vos finances ne vous permettent pas de la fréquenter? Comment se répartit la population étudiante des différents groupes socio-économiques? Qui fréquente les écoles professionnelles de droit, de commerce, de médecine et d'art dentaire? Quel pourcentage d'étudiants obtient des prêts et bourses? Combien d'étudiants abandonnent leurs études pour des raisons financières? À combien se chiffre la dette moyenne des étudiants diplômés de l'université? Quel est le pourcentage de la hausse des droits de scolarité à la grandeur de l'université? Ce pourcentage excède-t-il celui du coût de la vie?

La qualité d'un corps professoral ne se mesure pas simplement par le nombre de titulaires de Ph.D. et le nombre de bourses que ce grade confère. Pourquoi ne pas mesurer le temps que les professeurs passent à travailler avec les étudiants en dehors de la salle de classe? Les salaires peu élevés tout comme la pénurie d'installations adéquates incitent les professeurs à se tourner vers d'autres emplois. Quel pourcentage du budget de l'université est consacré aux salaires des professeurs et aux activités professionnelles? Quel est le salaire moyen pour chaque catégorie de professeurs à l'université? Quel pourcentage des cours offerts par l'université est donné par des professeurs permanents à temps plein? Les universités comptent parmi les rares employeurs qui ne fournissent pas à leurs employés les outils et les ressources dont ils ont besoin pour accomplir leur travail. L'université met-elle un ordinateur à la disposition de chaque professeur? Le corps professoral a-t-il accès à des bureaux et à des laboratoires adéquats?

La population étudiante et le corps professoral reflètent-ils la société canadienne? Quels pourcentages des étudiants et des professeurs sont des femmes et des membres des minorités visibles? L'université s'est-elle engagée à améliorer le statut des femmes et des minorités visibles? L'université a-t-elle adopté des politiques qui font la promotion de l'équité et qui s'attaquent efficacement à toute forme de harcèlement?

Les parents et les étudiants devraient s'intéresser à l'évolution des relations du travail au sein d'une université. Sont-ils en train d'arrêter leur choix sur un établissement qui entretient depuis longtemps de piètres relations avec son personnel? Sont-ils susceptibles de se heurter à une grève des professeurs à temps plein ou à temps partiel, des bibliothécaires, des assistants à l'enseignement, du personnel de soutien ou des autres travailleuses et travailleurs? Devront-ils composer avec le stress d'un milieu de travail malsain causé par de piètres relations?

La liberté universitaire est le trait distinctif d'un établissement d'enseignement. Les professeurs se sentent-ils libres d'exprimer leurs opinions, même controversées? L'université respecte-t-elle et soutient-elle les principes de la liberté universitaire? L'université a-t-elle un programme de commercialisation qui a priorité sur la liberté universitaire? Quel rôle jouent les sociétés qui financent et orientent les politiques et les objectifs de l'université?

Le *Maclean's* et le *Globe and Mail* reconnaissent tous deux que les gens tendent à être fascinés par les listes. Chacun d'entre nous cherchera à savoir quel ordre de classement a été attribué cette année à notre établissement. Ce qu'il faut retenir, ce sont les limites imposées par ces listes et les problèmes qui les accompagnent. Il est temps que le *Maclean's* et le *Globe and Mail* commencent à s'intéresser aux questions sérieuses auxquelles l'enseignement postsecondaire est confronté plutôt que de simplement essayer d'en tirer profit en déterminant quelle université est dotée du plus beau pub. ■

CAUT Defence Fund Expands Coverage

THE CAUT Defence Fund board of trustees voted at their annual meeting Oct. 18 to provide financial assistance to member associations that incur costs associated with mediation or interest arbitration (including final offer selection) in the settlement of contract negotiations.

"The provision will provide some needed help for member associations for these costs incurred as part of their bargaining process," said board chair and Laurentian University Faculty Association trustee Jean-Charles Cachon.

Eligible expenses for arbitration and/or mediation include legal fees, arbitration board and mediator fees and expenses, venue expenses and other costs directly related to the arbitration or mediation.

The board also voted to create the position of president.

"The position of chair will continue but the incumbent will act primarily as the person who will chair meetings of the board," Cachon said. "The president will act as chief executive officer of the fund and as strike support coordinator."

Industry Canada approval is required because the change would alter fund by-laws.

On the issue of strike benefits, the trustees voted to increase the benefit to $60 per day, making it one of the highest among unions in the country.

The CAUT Defence Fund has 33 member associations and a war chest of almost $15 million. ■

To learn more about the fund or how your association can join, visit the fund's web site: http://defencefund.caut.ca/.

Version française à la page A4.

L'exode des titulaires de doctorat

☞ Suite de la PAGE A1

les postes de professeurs permanents par des postes à contrat de courte durée et très peu rémunérés.

« Aujourd'hui, les diplômés de 2e et 3e cycles qui trouvent du travail au sein des universités ne bénéficient d'aucune sécurité », de poursuivre Mme Rounce. « Ils trouvent des emplois temporaires, mal rémunérés, ils sont surmenés, ils travaillent dans des installations de recherche inadéquates et ils ne peuvent pas se perfectionner. »

Et elle soutient qu'il n'existe qu'une seule solution au problème : les gouvernements doivent prendre des mesures pour améliorer la situation de la communauté universitaire.

L'Enquête auprès des titulaires d'un doctorat, envoyée à près de 800 diplômés du 3e cycle des deux universités, a recueilli des données sur le cheminement postsecondaire des diplômés, leurs sources de financement, leur domaine d'études et leurs projets immédiats.

L'analyse des projets immédiats montre que près de 30 % des répondants allaient quitter le pays. La plupart avaient trouvé du travail aux États-Unis, tandis que 11 % d'entre eux allaient tenter leur chance dans un autre pays.

L'étude pilote a été menée par Statistique Canada de novembre 2002 à juin 2003. Le taux de réponse des deux universités participantes est de 62,4 %.

L'an prochain, Statistique Canada recueillera les données d'une quarantaine d'établissements canadiens qui décernent des diplômes de doctorat. ■

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Answer to Homework!

From page A6. There are 24 kilometer blocks of road that must be covered. Look at the T- junctions in the middle of an edge. The cyclist must enter and leave each of these twice, thus covering at least one block for each pair of adjacent T-junctions a second time. Accordingly, the cyclist must ride at least 28 kilometers.

However, there are many ways of achieving this minimum ride; just one example is shown above.

NEWS ACTUALITÉS

Cost of Underfunding Is Too High

☞ From PAGE A3

Sir Isaac Newton said: "If I have seen further than others, it is because I have stood on the shoulders of giants." His words were appropriate, because he actually stole the quote from the ancient Greeks. But what he meant was that he had been able to discover important new things because those before him had given him so much knowledge to work with. This is the essence of knowledge-based performance – the discovery of new knowledge based on a deep (not just descriptive) understanding, together with the imagination to make useful analogies, see connections and the like.

Einstein asserted that: "Imagination is more important than knowledge" – the perfect complement to Newton's view. You need imagination and techniques for using knowledge creatively. This is what a university teaches.

To do this, university faculty must be directly engaged in research (knowledge-based performance), have appropriate faculty-to-student ratios and a generous time schedule. Just as flying instructors need check rides and practice, faculty need hands-on research and peer-reviewed publications. They need time for this, and one-on-one contact with students. Financially strangling universities does more than imperil Enlightenment ideals or reduce the flow of new knowledge from university research. It destroys the very foundations of the university mission.

Few university graduates will become academics, enter industrial research labs, join think-tanks, or become creative artists – jobs clearly requiring knowledge-based performance. However, a properly university-educated professional in any career will be able to solve problems and then go on to formalize this new knowledge so that it is available to others as rule-based expertise. And the efforts of the "few" are also important – new academics provide the "seed corn" for the next generation for example. ■

David Hill is Professor Emeritus of Computer Science at the University of Calgary. His continuing research includes GnuSpeech, an articulatory synthesis system within the Free Software Foundation's Gnu Project. He may be contacted at hill@cpsc.ucalgary.ca.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime for details (duhaime@caut.ca).

A Failing Grade for Media Rankings

☞ From PAGE A3

than rank institutions and incorporate indicators that reflect the role that governments play in education. What might some of these indicators be?

Accessibility

What good is it to know a school is No. 1 if you can't afford to go there? What is the distribution of the student population from different socioeconomic groups? Who goes to the professional schools in law, business, medicine and dentistry? What percentage of students are offered grants and scholarships? How many students drop out for financial reasons? What is the average debt load of graduates from the university? What was the percentage increase in tuition across the university? Did it exceed the cost of living?

Quality of Faculty

The quality of a faculty is not measured simply by the number of PhDs and grants they secure. What about a measure of the amount of time faculty spend working with students outside the classroom? Low incomes motivate faculty to look elsewhere for jobs, as does lack of adequate academic facilities. What percentage of the university's budget is spent on academic salaries and academic operations? What is the average salary by rank of faculty at the university? What percentage of courses offered by the university are taught by full-time, tenure-stream faculty? Universities are one of the few employers who do not provide their employees with tools and resources needed to do their jobs. Does the university provide each faculty member with a computer? Do faculty have adequate lab and office space?

Equity and Diversity

Do the student body and faculty reflect Canadian society? What percentage of students are women and visible minorities? What percentage of academic staff? Is the university committed to increasing the status of women and visible minorities? Does the university have in place policies that promote equity and that deal effectively with harassment of any kind?

Labour Relations

Parents and students should want to know the history of labour relations at a university. Are they selecting a school where there is a long history of poor relations between the university and its employees? Are they likely to encounter a strike by full- or part-time faculty, librarians, teaching assistants, support staff or other workers? Will they have to deal with the stress of a nasty environment arising from those poor relationships?

Academic Freedom

Academic freedom is the hallmark of an educational institution. Do faculty feel free to express their views, no matter how controversial? Does the university respect and subscribe to the principles of academic freedom? Does the university have a commercialization agenda that takes precedence over academic freedom? What role do corporations play in funding and directing university policies and goals?

Maclean's and the Globe have recognized that people tend to be fascinated by lists. Every one of us will look to see where our school wound up in this year's rankings. Keep in mind the limitations in those lists and the problems that they cause. It is time for Maclean's and the Globe to start focusing on the serious issues confronting post-secondary education rather than simply trying to profit from them by assessing which school has the nicest pub. ■

Universities in the Marketplace

☞ From PAGE A12

Business School received a call from his old friend, Michael Milken, recently released from federal penitentiary where he had been serving time for violation of securities laws. Milken set up a meeting between the dean and a mutual friend who was a principal of the firm that created UNext.

The Columbia dean, "eager to share in what he thought might become a financial bonanza," then signed a contract negotiated "behind closed doors without consultation with faculty or students." Shortly thereafter, "fortified by Columbia's example," several other prominent institutions, including Chicago, Carnegie Mellon and the London School of Economics, signed similar contracts with UNext.

"Unilateral decisions of this kind are an invitation to trouble," Bok says. Serious problems can be avoided through faculty participation in a robust system of shared governance, even though consultation and debate take time. He notes that, "In the history of commercializing higher education, one can much more easily find hasty, misguided profit-seeking ventures than point to truly valuable opportunities that were lost through prolonged faculty debate." In addition to strengthening collegial decision-making processes in each university, he urges universities to negotiate controls and standards among themselves to limit the adverse consequences of unregulated competition.

When commercialization of university research began to proliferate in the 1980s, concerns about possible adverse effects on universities were raised in some quarters. However, university and teaching hospital administrators and government granting agencies generally welcomed the infusions of cash to underfunded programs, and no significant modifications to policy were initiated by any level of responsibility. Many researchers in a rapidly widening range of disciplines also welcomed the new opportunities. Over the course of two decades, a profusion of advances in science, technology and health care resulted from university-industry partnerships, and this gave impetus to a knowledge-based economy in North America.

Along with these positive developments, serious issues emerged, some of them unforeseen even by the early critics of commercialization. Among the first to gain public attention were ethical issues arising from the possible adverse effects of new commercializable processes, such as human reproductive technologies, human cloning and genetically modified foods. These issues have not yet been satisfactorily addressed at the political, regulatory or social level, despite the availability of detailed frameworks to deal with them developed after public consultation, such as the report of the Baird Royal Commission on New Reproductive Technologies in Canada.

Biomedical Research

The area that has been the most recent focus of widespread public concern is the commercialization of biomedical research. Bok addresses several of the main problems, including the attempts by pharmaceutical companies to infringe the academic freedom of clinical investigators in order to suppress information they consider adverse to their commercial interests. He mentions examples such as the case of Nancy Olivieri and Apotex Inc. in Toronto. He also addresses the conflicts of interest of scientists in studies of treatments or drugs for which they hold patents, or are consultants for or shareholders in the manufacturing companies.

In addition Bok cites recently published statistical surveys showing investigators funded by drug companies are more likely to report findings favorable to the sponsor's products, and less likely to report unfavorable findings. He discusses how commercial secrecy can seriously retard scientific progress by restricting access to new processes, thereby also undermining standards based on reproducibility.

Observing that their increasing economic and social importance has led to universities being "more susceptible to public criticism," Bok says that, correspondingly, the "the risk of government intervention increases," if they are not seen to be actively addressing commercialization's threats to their "reputation for objective, disinterested teaching and research." He notes a decline in Americans' confidence in their public institutions in recent decades, to the extent that the military may be the last to be held in high public trust, as recent reports disturbingly confirm.[5]

Bok proposes strong medicine to protect academic integrity and restore public confidence in the objectivity of university research. He acknowledges that some may be tempted to discount "such high-minded arguments" as issued from the Olympian perspective of the former president of Harvard, with its $20 billion endowment fund and "secure place in the academic firmament." However, history shows that it is better that important principles are enunciated from a position of confidence, than not at all.

We in Canada should not forget that academics from Oxford and Harvard, including Bok himself at a critical stage, were among the first and foremost in defending the rights of Nancy Olivieri to academic freedom, and of her patients to informed consent.

Proposed Protection

To protect both scientific progress and integrity, Bok proposes that universities "agree not to use exclusive licenses or other restrictions on the sharing of early-stage discoveries. Failing that, Congress could modify existing legislation to make it easier for the NIH to deny universities the right to grant exclusive licenses on patents received with the help of government funds," in appropriate circumstances.

Bok proposes stricter conflict of interest policies, because in light of recent experience, "merely reporting potential conflicts to the dean's office seems plainly insufficient." Financial ties with companies "do not merely threaten the integrity of the investigator; they may endanger the health and safety of patients." He also proposes universities should require professors to "disclose the nature of ties or funding sources in any publication or official testimony containing their views."

He adds that, "professors are not the only members of the university with questionable conflicts of interest. Academic institutions can acquire financial ties of a troublesome sort." He recalls the international concern over "the treatment of Olivieri" at Toronto and notes that, "It then appeared that the university and Apotex had for some years been in discussions about a multimillion-dollar gift to the university and its teaching hospitals."

Bok suggests professors doing "research that requires them to make decisions affecting patients ... should presumably be held to the same conflict of interest rules as those normally applicable to other decision-makers in the public arena," such as cabinet ministers. Further, "universities should flatly prohibit their scientists from performing research on human subjects if the work is supported by companies in which the researchers have significant financial interests," except in very special cases where the investigator has unique qualifications to perform the relevant procedures.

Bok says university and hospital administrators often have inflated views of the prospects for the commercial success of products developed by their scientists. He observes that while Carnegie-Mellon "made millions developing the Lycos Company, ... other institutions have not done nearly so well." Harvard's venture firm made only meager returns and was closed down. He argues that, given the potential for conflicts of interest, as well as the limited prospects for return, universities should not invest in their employees' companies, and leave this work to experienced venture capitalists.

An important measure he proposes is that medical schools not participate in clinical trials of "copycat" drugs (minor variations of drugs already on the market), despite the revenues such trials bring in, "except when they are independently funded or done at cost for valid scientific or educational reasons."

See UNIVERSITIES Page A11 ☞

NEWS ACTUALITÉS

La carte nationale d'identité : le gouvernement fait marche arrière

Le ministre de la Citoyenneté et de l'Immigration, Denis Coderre, pourrait revenir sur la ferme résolution qu'il avait prise d'instaurer, d'ici 2005, une carte nationale d'identité dotée d'identificateurs biométriques pour tous les Canadiens. En effet, la proposition du gouvernement, après avoir fait l'objet d'une vigoureuse campagne de promotion ces derniers mois, a vite perdu de son élan depuis la publication d'un rapport critique du Comité permanent de la citoyenneté et l'immigration.

Après presque un an d'étude et de consultations, le comité a déposé son rapport provisoire le 7 octobre dernier. Bien qu'il ne formule aucune recommandation, le rapport soutient de solides arguments contre l'introduction d'une carte nationale d'identité.

Le comité expose 13 objections principales présentées par les témoins qu'il a entendus. On y remet notamment en question la capacité d'un système de cartes nationales d'identité à prévenir l'usurpation d'identité et à lutter contre le terrorisme (deux des principaux motifs invoqués pour justifier l'adoption d'une carte). Le rapport soulève également de sérieuses questions sur l'abus potentiel du système, la violation de la vie privée et le coût de la mise en oeuvre du programme.

Si l'on s'accorde à dire que la carte biométrique peut être utile pour assurer l'identification d'une personne, des témoins ont fait valoir au comité que la carte n'empêcherait pas des individus d'en faire la demande sous de fausses identités. Ils ont laissé entendre qu'au lieu de créer une nouvelle supercarte, le gouvernement devrait chercher avant tout à accroître la sécurité des pièces d'identité existantes.

Les témoins sont nombreux à prévenir que la carte d'identité biométrique pourrait être obtenue frauduleusement par des parties déterminées et que les terroristes n'auraient pas besoin de falsifier leurs pièces d'identité pour commettre des actes terroristes, détruisant ainsi l'argument du ministre Coderre suivant lequel la carte nationale d'identité accroîtrait la sécurité.

Le rapport du comité invoque aussi la possibilité que la carte puisse être demandée à d'autres fins. Les organismes d'application de la loi pourraient faire valoir que la carte devrait être portée en tout temps par mesure de répression du crime ou que la carte devrait être reliée à des bases de données renfermant les casiers judiciaires, les rapports financiers et les fiches de voyage.

Le gouvernement canadien pourrait soutenir que l'accès aux services publics serait conditionnel à la détention d'une carte. Avec le temps, les autorités gouvernementales pourraient insister pour que tous les types de renseignements d'ordre professionnel — tels les relevés des prestations, le dossier médical, le dossier de conduite automobile, les antécédents professionnels et les renseignements fiscaux — soient reliés à la carte.

Quant au secteur privé, il pourrait demander qu'une carte d'identité soit produite pour toutes les transactions d'affaires — que ce soit pour payer l'épicerie ou louer une voiture — et qu'elle enregistre les données de sorte à dresser le profil des détenteurs. Des entités publiques et privées pourraient faire valoir que l'accès aux aires publiques et privées devrait être contrôlé par la carte nationale d'identité.

Des témoins ont fait observer que l'utilisation systématique d'une carte d'identité unique pour accorder l'accès dans la société pourrait avoir de sérieuses conséquences pour les gens qui perdraient leur carte, qui refuseraient d'en porter une ou qui subiraient des « refus erronés » de leur identité attribuables à des défectuosités du système informatique. À toutes fins utiles, ces gens seraient des non-entités.

Par ailleurs, des témoins ont fait valoir au comité que la liaison de la carte aux bases de données pourrait porter sérieusement atteinte à la vie privée de chaque personne. À l'heure actuelle, le volume considérable de renseignements personnels détenus par les autorités gouvernementales se répartit entre diverses bases de données distinctes. Avec un identificateur universel, les « coupe-feu » entre ces bases de données — qui se sont jusqu'ici révélés essentiels pour la protection de la vie privée de chaque personne — pourraient être forcés par la création de bases de données centralisées, par des pirates informatiques ou par des agents d'application de la loi trop zélés.

Repoussant l'affirmation voulant que « si vous n'avez rien à cacher, vous n'avez rien à craindre », des témoins ont laissé entendre qu'en poursuivant le raisonnement suivant cette même logique, on en arrive à la conclusion que « la police devrait être autorisée à pénétrer dans notre domicile, à lire notre courrier ou à écouter nos conversations téléphoniques, en tout temps, seulement pour s'assurer que nous ne contrevenons pas à la loi. »

Comme un témoin l'a déclaré, « le fait est que nous avons tous des choses à cacher, non pas parce qu'elles sont mauvaises ou honteuses, mais simplement parce qu'elles sont privées ». Bien qu'il existe des lois régissant la protection des renseignements, qui pourraient être étoffées si une carte multiservice était instaurée, des témoins soutiennent que ces lois, pour qu'elles revêtent une valeur quelconque, commanderaient la mise en place d'une lourde bureaucratie pour assurer leur respect.

Le Commissaire provisoire à la protection de la vie privée du Canada, Robert Marleau, a laissé entendre que les coûts associés à la mise en oeuvre d'un système d'identité national seraient énormes. « Les seuls frais initiaux pourraient atteindre de 3 à 5 milliards de dollars, sans compter ce qu'il en coûterait seulement pour exploiter le système », met en garde M. Marleau contre l'utilisation de la carte.

Le rapport du comité met aussi en question les résultats du sondage qui appuient l'instauration d'un système d'identité national. Notant que les questions du sondage n'ont pas été posées sur un ton neutre et que le sondage lui-même établit que la plupart des Canadiens ne comprenaient pas ce qu'était la technologie biométrique, le rapport avance « en opposant un contraste frappant aux résultats du sondage » que la majorité des témoins « étaient obstinément opposés à toute forme de carte nationale d'identité ».

Rendant compte des « nouveaux éléments d'information » qui ressortent du rapport canadien, un journal britannique a indiqué que quelques jours après sa publication le gouvernement britannique avait décidé de laisser tomber le projet de loi instaurant le système de carte d'identité que devait piloter jusqu'à son adoption le Secrétaire de l'Intérieur David Blunkett, annonçant qu'il était « très peu probable » que la proposition soit incluse dans le discours de la Reine à l'ouverture du Parlement. ■

English on page A5.

Universities in the Marketplace

☞ From PAGE A10

In summary, Bok has several important recommendations in this book. First, collegial governance structures should be made more robust with, for instance, faculty members from diverse disciplines involved in policy development and application in all matters of commercialization. Second, universities should defend academic freedom and integrity, and oppose "any attempt by sponsoring firms to control the data, influence the design, or participate in writing up the results of any research project conducted by members of the universities." Third, universities should agree on uniform rules to halt and reverse the current race to the bottom in policies. Finally, governments should increase funding to universities and teaching hospitals because, "financial stability is the ultimate guarantee against irresponsible entrepreneurial behavior," and "the last line of defense for basic academic standards is an adequate and stable level of support."

It is important to begin with the most urgent of these recommendations, notably those pertaining to health and safety. The report of the inquiry into the Olivieri case stressed the need for new policies by governments, granting agencies, institutions and faculty associations to ensure that investigators are not impeded by terms of commercial contracts from disclosing identifications of unexpected risks of treatment both to patients and the scientific community.[6]

However, simply strengthening the rules will not by itself suffice — they also need to be followed. Even in the obvious cases of direct, remunerative ties with industry that Bok focuses on, where controls are more easily applied, rules will be ignored by researchers and not enforced by administrators if the prevailing ethic is to win at all costs.

This leads to a more fundamental issue that, interestingly, Bok does not address — the pervasiveness of a production-driven research culture in universities, which functions independently of whether the funding sources are public or private. This issue is central to the concerns discussed in the book by Greenberg (see endnote #2 below). It was earlier addressed in the report of the Committee of Inquiry into Academic and Scientific Integrity at Concordia University, arising from events in the engineering faculty in which commercialization was a significant factor. The report noted that throughout most of the academic world, the reward systems all too often recognize quantity over quality, so that increases in academic production "have become ends in themselves."[7]

In the period since that report was issued, the situation has grown still more serious. Notably, drug companies have perfected a marketing strategy involving medicalization of many common aspects of the human condition, and academic medical centers across North America are participating.[8] In light of this trend, it is distressing that a new report by the American National Academy of Sciences calls for "a seamless connection" between universities and drug companies, to further expedite commercialization.[9]

The committee of inquiry at Concordia called for "a change in the culture and context of research," to alter the balance in favor of quality and reduce the incidence of "the abuses inherent in such a [production-driven] culture." Its report recognized that a major change of this nature would not happen soon, "until the academic community as a whole comes to the conclusion that change is in its own interest, and in the interest of the project of free intellectual inquiry to which it has been historically committed." Thus, as with Derek Bok a decade later, it proposed stronger policies and more vigorous oversight by relevant bodies as more immediate and feasible measures. ■

Jon Thompson is a professor and chair of the Department of Mathematics and Statistics at the University of New Brunswick and a former chair of CAUT's Academic Freedom and Tenure Committee.

The reviewer thanks Patricia Baird, University of British Columbia and Vladimir Tasic, University of New Brunswick, for helpful discussions.

1. A 19th century example is provided by professor William Thomson, the greatest physicist of his time, who also served as chief consultant to the company that laid the trans-Atlantic telegraph cable. A mathematical model he devised not only enabled him to design effective relays for the cable, it also inspired James Clerk Maxwell in the development of his general electromagnetic theory. Thomson earned a fortune and the title Lord Kelvin from his consulting and patents, but was criticized by colleagues for (in their view) squandering time better devoted to basic physics.

2. For instance: a) Daniel S. Greenberg, *Science, Money and Politics: Political Triumph and Ethical Erosion*. Chicago, University of Chicago Press, 2001. b) James L. Turk (ed.), *The Corporate Campus: Commercialization and the Dangers to Canada's Colleges and Universities*. Toronto, James Lorimer and Company Ltd., 2000.

3. (a) William Vickrey, "Fifteen fatal fallacies of financial fundamentalism," *Proceedings of the National Academy of Sciences USA* 95 (1998) pp. 1340-1347. (b) Joseph Stiglitz, *The Roaring Nineties*. New York, W.W. Norton, 2003.

4. It is of note that Hutchins was also one of the very few university leaders who publicly resisted the anti-communist hysteria sweeping America in the late 1940s, and who defended academic freedom in that climate.

5. Kevin Baker, "We're in the army now," *Harper's Magazine* 307, 1841 (October 2003) pp. 35-46.

6. J. Thompson, P. Baird and J. Downie, *Report of the Committee of Inquiry on the Case Involving Dr. Nancy Olivieri, the Hospital for Sick Children, the University of Toronto, and Apotex Inc.* Toronto, James Lorimer and Company Ltd., 2001.

7. H. Arthurs, R. Blais and J. Thompson, *Integrity in Scholarship*, published by Concordia University, 1994.

8. (a) David Healy, "Good science or good business?" *Hastings Centre Report* 30, 2 (March-April 2000) pp. 19-22. (b) R. Moynihan, I. Heath and D. Henry, "Selling sickness: the pharmaceutical industry and disease mongering," *British Medical Journal* 324 (April 13, 2002) pp. 886-91.

9. *The Chronicle of Higher Education*, July 25, 2003, pp. A22-4.

Act Violates ILO Convention

The International Labour Organization, the UN body responsible for upholding international labour standards, has ruled that section 63.1 of Ontario's Labour Relations Act, which requires unionized employers to post and circulate information on trade union decertification in the workplace, violates the international convention on Freedom of Association and Protection of the Right to Organize, to which Canada became a signatory in 1972. The ILO has asked the Ontario government to repeal section 63.1 of the act. ■

Convention de l'OIT violée

L'Organisation internationale du travail (OIT), l'organisme des Nations Unies responsable de la mise en application des normes internationales du travail, a statué que l'article 63.1 de la *Loi sur les relations de travail de l'Ontario*, en vertu duquel les employeurs dont le personnel est syndiqué sont obligés d'afficher et de diffuser dans le lieu de travail des renseignements sur la révocation de l'accréditation d'un syndicat, contrevient à la *Convention internationale sur la liberté syndicale et la protection des droits syndicaux* dont le Canada est signataire depuis 1972. L'OIT a demandé au gouvernement de l'Ontario d'abroger l'article 63.1 de la loi. ■

BOOKSHELF
COIN DES LIVRES

Commercialization — Selling Out or a Shrewd Bit of Business?

Universities in the Marketplace: The Commercialization of Higher Education

Derek Bok. Princeton, New Jersey: Princeton University Press, 2003; 256 pp; hardcover $22.95 us.

By JON THOMPSON

COMMERCIALIZATION of universities inevitably has consequences. Some are beneficial, for example, knowledge, services, or devices that would benefit many can sometimes be made available more widely, rapidly and economically. Individual faculty members, or the university itself, may also benefit financially or through enhanced reputation.

However, other consequences are not so benign. The prospects for gain, and the performance criteria that usually accompany commercial ventures may result in decline in program quality, loss of academic integrity, infringement of academic freedom, or weakening of university autonomy. Issues of ethics, health, safety or reliability may also arise.

Universities have always served the wider community and many of its organizations, with professional training and technology transfer having long been part of their role, together with scholarship and liberal education. Commercialization is not new to higher education, nor has it been confined to professional faculties. And controversy around commercial activity is also not new, even for work of general public benefit and even when it stimulated fundamental advances in science, economics or other academic disciplines.[1]

What is new is the rapidly growing scope of commercialization now facing universities. Derek Bok's book is the latest in a series[2] raising concerns about the phenomenon, and suggesting measures to address some of the problems. Being written by a recent former president of Harvard University – a world leader in commercialization, as well as in research and education – it likely will be read more widely than others.

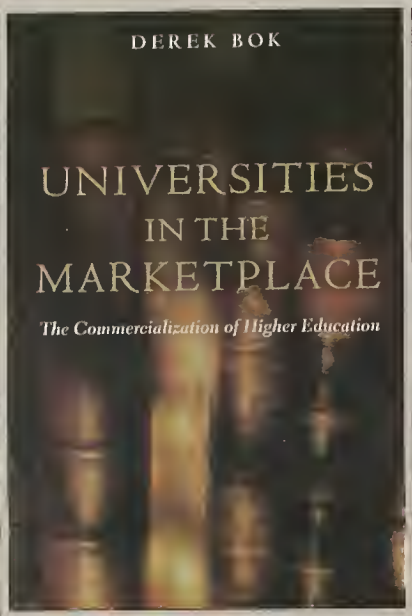
Bok's view is pragmatic – he thinks commercialization is here to stay and, although it presents hazards, these can be monitored and regulated. His general message is that control measures are needed that will have positive effect, but which are sufficiently limited as to gain wide adherence. His discussion is readable and informative, and the advantages and disadvantages of possible approaches are carefully weighed. A weakness of his book is that he barely touches on certain issues more fundamental than those he discusses at length. Also, he does not always follow outcomes suggested by his own logic.

The expansion in commercialization began after World War II, with increasing numbers of academics becoming involved in consulting work in the armaments, aerospace, construction and other industries. It greatly accelerated after 1980, due to "the rapid growth of opportunities to supply education, expert advice, and scientific knowledge for handsome sums of money." Bok emphasizes the 1980 Bayh-Dole Act, "which made it much easier for universities to own and license patents on discoveries made through research paid for with public funds."

However, he also acknowledges that government funding for universities and university research had already begun to decline, leaving them open to the need for other sources of funding. He judges that the acceleration was caused by these changes in government policy, through a carrot-and-stick approach.

Bok tells us Congress responded to the need to improve the competitiveness of American business against European and Japanese interests, and the need to reduce social expenditures. Universities were seen as reservoirs of untapped knowledge that required motivation to collaborate more extensively with business. He also says the oil crisis of 1973 and a subsequent slowing of the economy caused Congress to cut social spending.

The basis of a choice among possible economic policies is often ideological and the Europeans and Japanese, who also had to pay more for oil, made different policy choices.



In contrast, opposition to the social programs of the 1960s – because of their success, rather than their cost – has been a feature of American politics since that time. Surprisingly, Bok speaks of Congress as if ideological factors had no influence on it. However, along with external factors such as foreign competition, neo-conservatism was already ascendant in the U.S.

Choosing Priorities

Dominant for a quarter century, the shortcomings of neo-conservative political economy are now so widely apparent it is timely for leaders of American society, including leaders of its university community, to promote a change in direction.[3] Interestingly, near the end of the book Bok does precisely this, advocating that Congress act to restore universities to a state of adequate operating funding. He thereby implicitly acknowledges that this is a matter of choosing priorities.

The two new opportunities for commercialization focused on by Bok are biomedical research and internet delivery of programs to students off campus. A novel and important feature of his book is a parallel discussion of commercialization of intercollegiate athletics (notably football and basketball) and the lessons to be learned from this experience. Athletics have been commercialized by American universities for a century, and provide a well-documented example of what happens when money and acclaim are the main objectives of university activities. Bok draws inferences from this history as to what may happen with scientific research and with internet extension programs, if measures are not taken to protect academic integrity, as well as the interests of students and the rights of human subjects of research.

Winning teams have long been considered essential to maintaining the support of alumni and state legislators, so much so that intercollegiate athletics have been an ongoing source of corruption. Presidents and coaches feel pressured to produce winners and, as a result, rules intended to maintain admissions standards and ensure student athletes receive a reasonable college education are routinely ignored or broken. The athletes are exploited and the universities demonstrate to all students that the end justifies the means. Bok notes that two national Carnegie Foundation studies, in 1929 and in 1989, reached the same disturbing conclusion.

There are exceptions, of course, notably in well-endowed private universities. The most dramatic example is the University of Chicago where, a half century ago, president Robert Hutchins abolished football.[4] An irony is that very few universities in the National Collegiate Athletic Association (NCAA) make money from their highly commercialized football or basketball operations, because in most cases the expenses exceed the revenues.

Despite this, Bok says, the social imperative to have winning teams is such that no president today would have the time or political capital to emulate Hutchins. He therefore proposes more limited measures. The most significant is that the NCAA Division I schools that do make money should agree, "to phase in ways of sharing athletic revenues more equally [within their division] so as to reduce the financial incentive to corrupt the system and corrode academic values."

One of the disturbing new educational trends identified by Bok is the increasing involvement of drug and medical supply companies in the continuing education programs of medical faculties. Physicians, required to engage in continuing education to maintain their licenses to practice, provide a captive market for programs run by medical faculties. Bok reports that by now, "a full third of the total cost of continuing medical education is paid for by interested corporations," and that, "with the willing connivance of the school," these commercially subsidized programs often include lavish entertainment or travel to exotic locations.

He observes that "such heavy corporate involvement could corrupt the educational process," since the sponsor's products are always directly or indirectly featured in the programs. In this type of commercialization, the sponsors know there is a handsome long-term payoff in brand loyalty. Otherwise, Bok asks, "why would corporations contribute hundreds of millions of dollars to the education of physicians?"

Internet Partnerships

Another disturbing trend he discusses is the emergence of commercial partnerships between some universities and private-sector educational corporations for delivery of courses and programs via the internet. The internet has materially enhanced many aspects of university life. It can also be used to enhance educational opportunities for students off campus, but this is an area where Bok sees undesirable practices emerging, in the rush to exploit its perceived commercial potential.

Universities have long operated their extension and continuing education programs on a commercial basis, and used the profits to help fund more central academic functions.

The new delivery system has drawn private-sector interest because of the potential for reaching more customers with more attractive packages. Both the reputation of the university and its reservoir of expertise are valuable to the private-sector. Bok notes that, "the promise of the new educational technology lies in developing highly interactive classes that make good use of simulations, case-method discussions, ... and other means of provoking discussion among students and instructors," but that "this is the most expensive type of distance education."

Because of this, and the fact that there are already many players in the field, he suggests that the prospects for handsome gain from selling internet education may be more apparent than real. There also are no effective means of controlling quality, so internet education providers will be tempted to replace significant interaction with instructors by cheaper, superficially attractive formats and devices. He concludes that, "For-profit, on-line education aimed at unwary audiences carries a grave risk of exploiting students."

Bok cites the example of the private internet education-provider UNext and its stable of university partners as a cautionary tale of what can happen, when such "new opportunities" are presented to prestigious universities with weak collegial structures. In 1998, the dean of the Columbia

See UNIVERSITIES Page A10

CAREERS
CARRIÈRES

SECTION B

UNIVERSITY OF CALGARY

Chair in Business Ethics

The University of Calgary invites applications for a Chair in Business Ethics. This is an endowed chair, based in the **Department of Philosophy**, and established in collaboration with the **Haskayne School of Business**. The initial appointment will be for a five-year term at the rank of associate or full professor.

The Chair-holder is expected to be an established scholar, internationally recognized for work in moral philosophy and with proven expertise in business ethics, who will provide a focus for integration of research and teaching in ethics with broader issues of public policy and ethical concerns of the private sector. The Chair-holder will collaborate closely in both teaching and research with the Haskayne School of Business.

Complete dossiers, including a curriculum vitae, at least three letters of reference, a recent sample of writing, and evidence of teaching effectiveness may be sent to: **Dr. Pierre-Yves Mocquais, Dean**, Faculty of Humanities, at the address below. (403) 220-5044

Deadline for receipt of applications is **Wednesday, December 31, 2003**.

Information about the Department of Philosophy, the Faculty of Humanities, and the Haskayne School of Business is available on the Internet at www.phil.ucalgary.ca, www.fp.ucalgary.ca/humanities and www.haskayne.ucalgary.ca, respectively. Specific inquiries about this position may be directed to: Dr. Ali Kazmi, Head, Department of Philosophy, akazmi@ucalgary.ca (403) 220-5535

Nursing

Applications for two tenure-track positions, one at the Assistant Professor level and one at the Associate Professor level, are invited to support the University of Calgary Faculty of Nursing's emphasis on research, scholarship, practice, and teaching excellence. The **Faculty of Nursing** has undergraduate (regular and 2nd degree), post-diploma, master's, nurse practitioner and doctoral programs. Our Faculty has approximately 1,000 students and 46 full-time faculty. We are closely involved with the Calgary Health Region and other regional health agencies. Undergraduate partners include Mount Royal College, Medicine Hat College, and Centennial College.

We are seeking to fill these positions commencing July 1, 2004 or earlier. Qualifications include doctoral preparation with at least one graduate degree in nursing, and an evolving research program. Applicants for the Associate Professor position are expected to have a more developed research program and teaching dossier as appropriate to that rank. We particularly welcome applicants with a background in child-bearing, child-rearing or community health or health systems/health policy. Other backgrounds will also be considered.

Please send a curriculum vitae and the names, addresses, email, telephone and fax numbers of three referees to **Dr. Marlene Reimer, Acting Dean**, Faculty of Nursing, at the address below. Fax: (403) 282-5820. Interviews will commence after **November 30th, 2003**, but the positions will remain open until suitable candidates are appointed. *A similar position has been previously advertised and the deadline has been extended.*

Call (403) 220-4645/6492 for a recruitment information package.

Visit the Faculty of Nursing Web page at www.ucalgary.ca/NU/

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. If suitable Canadian citizens and Permanent Residents cannot be found, other individuals will be considered.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

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Dalhousie University
Director, Programme for Indigenous Blacks and Mi'kmaq
Faculty of Law

Dalhousie Law School is seeking applications for the position of Director of the Programme for Indigenous Blacks and Mi'kmaq. Established in 1989, the aims of this Programme are to increase access to the Law School for Mi'kmaq and Indigenous Nova Scotia Blacks and to provide support services to assist them with the completion of the LL.B. degree. Financial support for the Programme is provided by the Nova Scotia Law Foundation, the Department of the Attorney General for Nova Scotia, and Dalhousie University. Since the establishment of the Programme, more than 75 Indigenous Black and Mi'kmaq students have graduated from Dalhousie Law School.

The responsibilities of the Director of the Programme are primarily administrative in nature. The Director will be appointed at the rank of Lecturer or Assistant Professor for a three-year term. A candidate with appropriate qualifications would have the opportunity to teach. The Director is involved in recruitment of students from the Black and Mi'kmaq communities, provides counselling to the students in the Programme, and arranges for tutors, for staffing of the Pre-Law Programme, and for the provision of academic support sessions. The Director manages the Programme budget and is responsible for preparing applications to and reports for funders of the Programme. The Director serves as a liaison with the Nova Scotia Barristers' Society Equity Officer and provides assistance with career placement of students in the Programme.

Candidates must be Canadian First Nations persons or Black Canadians. The successful candidate will have an LL.B., excellent communication and interpersonal skills, and a history of professional achievement, and will be capable of working effectively with the Indigenous Nova Scotia Black and Mi'kmaq communities. An LL.M. is an asset. If you are a member of one of the designated groups noted above and you wish to self-identify, please request and return a completed Voluntary Self-identification Questionnaire with your application.

Applications should include a curriculum vitae, university transcripts, and the names of three referees. The appointment will commence as soon as possible and no later than July 1, 2004.

The closing date for applications is **December 1, 2003**
Applications should be forwarded to:
Dean Dawn Russell
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia
B3H 4H9
Tel.: (902) 494-2114
Fax: (902) 494-1316

or

Applications may be made by e-mail, addressed to Heather.MacLeod@Dal.Ca.

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CAREERS CARRIÈRES

ACCOUNTANCY

■ **CONCORDIA UNIVERSITY** — The John Molson School of Business, tenure-track positions in Accountancy at the rank of Assistant, Associate or Full Professor, effective June 1, 2004. Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting. Duties: Teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level, and a commitment to research and scholarly publications. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the Summer term on an accelerated basis. Salary: Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department: The Department of Accountancy, located in beautiful Montreal, is the only department in Canada accredited by the AACSB — The International Association for Management Education. It is one of five departments in the John Molson School of Business. The department has 26 full-time faculty members, is one of the largest in the country, and has an established record of excellence in professional accounting education and academic research. The department offers courses at the undergraduate, Diploma, MBA and PhD levels. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include an MSc in Administration, an MBA program (with Executive and Aviation options), and a joint PhD program. The Faculty's programs are also accredited by the AACSB. Contact: Please contact Dr. Dominic Pelletier-Rivest directly or send your complete application package by December 1st, 2003 to: Dr. Dominic Pelletier-Rivest (drivest@jmsb.concordia.ca), Chairman, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Québec, Canada H3G 1M8 (Tel: 514-848-2424, ext. 2778) All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

ADDICTION RESEARCH

■ **THE UNIVERSITY OF VICTORIA** invites applications for the position of Director of the Centre for Addictions Research of BC, the appointment to begin 1 July 2004 for a term not exceeding five years. The Director will hold a tenurable appointment in an academic department in the social or health sciences, and during the term of the Directorship will be expected to teach one course per year. The Centre for Addictions Research of BC was established by an endowment from the BC Addictions Foundation in the spring of 2003. The Centre's mission is to facilitate population health research to advance understanding, prevention, and treatment of addictions. The administrative hub will be at UVic. However, it will operate in partnership with other BC universities including UBC, UNBC and SFU, as well as practitioners and policy makers. The Director will administer the Centre and its programs, and will plan, and initiate new activities. The Director reports to the Vice-President, Research at Uvic. Applicants should have active and distinguished records in research and teaching; administrative experience, a strong track record of obtaining research grants, interdisciplinary interests and knowledge. Preferred areas of research include the epidemiology of addictions and the prevention and social determinants of addictions, particularly among youth and populations marginalized by aboriginal status, mental health problems or poverty. Rank: senior Associate Professor or Professor. The University of Victoria has approximately 17,500 full and part-time undergraduate students, 2,000 graduate students and 635 faculty in the Faculties of Business, Education, Engineering, Fine Arts, Graduate Studies, Human and Social Development, Humanities, Law, Science and Social Sciences. Applicants are requested to send a letter of application and curriculum vitae, and provide the names of four academic referees directly to the Search Committee by December 1, 2003, the closing date for applications. Please address all correspondence to: Dr. S. Martin Taylor, Vice-President Research, University of Victoria, Room 425, Business and Economics Bldg., PO Box 1700 STN CSC, Victoria, BC Canada V8W 2Y2, Telephone (250) 721-7973, Fax: (250) 721-8960. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ADMINISTRATION

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for the position of Associate Dean, Academic Resources, commencing July 1, 2004. The Associate Dean, Academic Resources, will work closely with the Dean in fostering internal and external relationships and act as the delegate for the Dean on various committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 3091; Fax: 519-973-7073; Email: jdestip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ANATOMY & CELL BIOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Anatomy and Cell Biology invites applications for a Postdoctoral Fellow in the area of alcohol and immunology. The successful candidate should have a PhD in a relevant area of life sciences such as Biology, Physiology, Immunology or Molecular Biology. The applicant will participate in an exciting research program examining the effects of early life insults on development. In particular, he/she will undertake research utilizing animal models to investigate the effects of alcohol consumption during pregnancy on offspring immune function. A particular focus will be on T cell function and cytokine secretion. The applicant will be expected to supervise graduate and undergraduate students, play an active role in developing grant applications, and publish actively. Experience in utilizing animal models and in the areas of immunology and/or molecular biology is preferred. Salary will be commensurate with qualifications and experience. This two-year appointment will be paid from a research grant. Commencing funding, it may be renewable for an addition one to two years. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications will be accepted until a suitable candidate is identified. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. Joanne Weinberg, Department of Anatomy and Cell Biology, University of British Columbia, 2177 Wesbrook Mall, Vancouver, BC V6T 1Z3, Canada.

ANESTHESIA

■ **McGILL UNIVERSITY** — The Department of Anesthesia invites applications for positions at the McGill, other McGill University affiliated hospitals and Shriners Hospital for Children. We are seeking individuals with appropriate skills in a wide variety of areas including neuro, cardiac, vascular, thoracic, transplantation, obstetrics, and pediatric anesthesia, as well as critical care, pain management, pharmacology, informatics, clinical trials or education. The Department of Anesthesia of McGill University is proud of its achievements in the areas of clinical care, teaching and research, and has an excellent reputation as a centre of high educational standards. Please send applications with curriculum vitae and the names of three referees to: Dr. Francesco Carli, Wesley Bourne Professor and Chairman, Department of Anesthesia, McGill University Health Centre, Royal Victoria Hospital, 687 Pine Avenue West, Room F9.16, Montreal, Quebec, Canada H3A 1A1. Tel: (514) 934-1934 local 35345, Fax: (514) 843-1488. E-mail: franco.carli@muhc.mcgill.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

ANESTHÉSIE

■ **L'UNIVERSITÉ McGILL** — Le Service d'Anesthésie invite des applications pour les positions au CUSM, aux hôpitaux affiliés avec l'Université McGill, et à l'Hôpital Shriners pour Enfants. Nous cherchons des individus avec les techniques correspondantes dans une vaste domaine y compris neuro, cardiaque, vasculaire, thoracique, transplantation, obstétrical, et l'anesthésie pédiatrique, de même que le soin critique, la direction de douleur, pharmacologie, informatiques, les procès ou l'éducation clinique. Le Service d'Anesthésie do l'Université McGill est fier de ses accomplissements dans les domaines de soin clinique, enseignement et de la recherches, et a une réputation excellente comme un centre d'hautes normes educatives. Les candidat(es) doivent faire parvenir leurs curriculum vitae et les noms de trois répondants à: Dr. Francesco Carli, Titulaire de la chaire Wesley Bourne et directeur, Département d'anesthésie, Université McGill, Centre universitaire de santé McGill, 687, av. des Pins O., bureau F9.16, Montréal (Québec) H3A 1A1, Téléphone: (514) 934-1934 poste 35345, Télécopieur (514) 843-1488, Courriel: franco.carli@muhc.mcgill.ca. Conformément aux exigences prescrites en matière d'immigration au Canada, cette offre d'adiesse de préférence aux citoyens canadiens at au résidents permanents du Canada. L'Université McGill est commise à l'équite dans l'emploi.

ANTHROPOLOGY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Anthropology invites applications for two full-time appointments, one in Bioarchaeology and the other in Archaeological Sciences. One position will be at the tenured Associate or Full Professor level; the other at the probationary Assistant or tenured Associate Professor level. Geographic area of specialization is open. We seek applicants who: 1) integrate natural science methods with archaeological sciences (e.g. ancient DNA, population genetics, microstructural analyses of skeletal tissues, physiological adaptation, faunal analyses, paleoenvironmental analyses, artifactual analyses; 2) will add complement existing research programs in the department. Candidates with demonstrated scientific experience in the innovative use of analytical technology, or development of infrastructure will be preferred. Applicants must have a PhD and are expected to maintain an active research and publication program, teach undergraduate and graduate courses and provide graduate student supervision. Applicants must send a curriculum vitae, relevant reprints, evidence of teaching excellence and the names and addresses of 3 referees by the closing date to: Prof. Chet Creider, Chair, Department of Anthropology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Phone: (519) 661-3430, Fax: (519) 661-2157, Email anthro-chair@uwo.ca. Closing date for applications: November 28th, 2003. Appointment will commence July 1, 2004. More information on the Department is available at http://www.ssc.uwo.ca/anthropology. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF MANITOBA** — The Department of Anthropology invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Biological Anthropology. The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. Those already holding tenure or an appointment at a higher rank are not eligible for consideration. The department has a particular interest in candidates with demonstrated excellence, particularly in bioarchaeology or biomedical anthropology. Geographical area and research activities should complement existing strengths in the Department and University and support these through graduate teaching, supervision and research. Applicants are expected to have a record of excellence in both teaching and research. The successful candidate will be expected to attract research funds and carry out an independent research program leading to peer-reviewed publications. Duties will include undergraduate teaching, graduate teaching and supervision, research and service to the University community. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include a letter of application, curriculum vitae, and a sample of published research. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Dr. David Stymest, Acting Head, Department of Anthropology, University of Manitoba, Winnipeg R3T 5V5. Position Vacancy AJX675. The deadline for receipt of applications is December 15, 2003. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculties/arts/anthropology or by email from stymest@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

APPLIED MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, in the field of Mathematical Physics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). We are particularly interested in applicants in the areas of quantum theory (preferably, but not limited to, quantum information theory) or statistical physics. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Waterloo is developing into a very active and large centre for research in Mathematical Physics. In particular, the successful applicant may be considered for an Associate Membership at the independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca). The successful applicant may also become a member of the Institute for Quantum Computing at the University of Waterloo (www.iqc.ca). Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2004. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Pure Mathematics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.shtml. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Applied Mathematics, invites applications for a tenure-track faculty position in the field of scientific computing and computational mathematics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). Applicants should have as their primary interest the development and analysis of algorithms for the effective computer solution of fundamental problems in science and engineering. We are particularly interested in applicants whose area of application is in biomechanics, control theory, mathematical imaging, mathematical biology or stochastic processes, although exceptionally qualified applicants in other areas may also be considered. Candidates should show evidence of outstanding potential in research and should have a strong mathematical background. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is December 1, 2003. Applications received after this date will be considered only if the position has not been filled. The position above is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. This expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the recently introduced program in Computational Mathematics at the undergraduate level, and a significant growth in graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.shtml. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

ARCHITECTURE

■ **CARLETON UNIVERSITY** — Applications are invited for two tenure-track positions in the School of Architecture at the rank of Assistant Professor to commence July 1, 2004. Candidates must have a professional degree in architecture and a post graduate degree in either architecture or a closely related field. Applicants will be evaluated on the basis of a demonstrated ability in teaching, research, built projects and publications. Individuals involved in issues of urbanism, advanced building technologies, and the application of digital technologies in architecture are encouraged to apply. These positions are subject to budgetary approval. When hired, each new faculty member will offer one Design Studio and one course per term. Course offerings will draw from areas of academic and professional expertise and will enhance the existing curriculum. Faculty will also guide thesis work in the professional and post-professional MArch and they will engage in funded architectural research. Applicants must include a curriculum vitae, three letters of reference, a short statement on research objectives, and a portfolio with examples of both personal design work and students' studio work. Candidates must also provide a description of at least one additional course they currently teach or intend to develop. This description should articulate clearly pedagogical intentions for the course(s) and include a detailed syllabus. Candidates are asked to elaborate on how this course offering will contribute to the curriculum of the School of Architecture. Carleton's four-year undergraduate programme leads to a Bachelor of Architectural Studies (B.A.S.) degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. At the graduate level, Carleton offers a 2-year M.Arch (building on the 4 year B.A.S. or equivalent) and a 1.5 year research-based post-professional Masters of Architecture degree in the areas of Culture and Technology. The successful candidates will play active roles

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Canada Research Chairs

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment

BRANDON UNIVERSITY
Founded 1899

"Something Special"

Brandon University invites applications and nominations for Canada Research Chairs effective August 1, 2005 or on the availability of the successful candidates. These appointments are subject to the terms and conditions of the Canada Research Chairs Program.

Soil Science and the Environment – Tier II Appointment
The University seeks a scholar (rank of Associate Professor preferred) of considerable research promise and with a demonstrated record of external funding in any Natural Science and Engineering Research Council discipline or interdisciplinary area related to Soil Science and the Environment. Research in some aspect of soil science and/or environmental science is expected. The successful candidate will have a record of research that relates to at least one of the following themes: biological and/or chemical reactions in soil and related environments, soil formation, pollutants in soil, land use, soil remediation, microbial activity in the soil environment, or soil-water systems.

Substantive area of specialization is open. However, candidates with a clearly identified research program in one or more of soil science, soil biology/biochemistry or microbiology, soil ecology, environmental geochemistry, environmental analytical or organic chemistry, or related areas are particularly encouraged to apply. An interest in soil science as it relates to the dynamics, transformations, and fate of nutrients and pollutants in soil and soil-water systems, soil bioremediation, or survival and transport of pathogens in soil and groundwater would be an asset. Thus, the applicant should have a clearly identified research program that may be in the biological, chemical, or earth sciences, but need not be restricted to those areas.

Department of appointment is contingent upon the successful candidate's area of specialization. In addition to more traditional disciplines within the sciences, Brandon University also offers a Bachelor degree program in Applied Disaster and Emergency Studies and a Bachelor degree program in Environmental Science.

Literature and Creative Writing – Tier II Appointment
The University seeks an Assistant or Associate Professor (Associate Professor preferred) with an outstanding and internationally recognized research profile in Literature and Creative Writing. Applicants must hold a Ph.D. The successful candidate will have an exceptional record of publication that demonstrates excellence in at least one of the following areas: critical theory; literary studies; and/or creative writing.

The substantive area of specialization is open. However, candidates with an established program of research that combines any aspect of creative writing with more traditional scholarly publication are especially encouraged to apply. The successful candidate will be appointed to the department in the area of specialization.

In addtion to more traditional disciplines within the humanities and social sciences, Brandon University is also home to an exciting new 4-year degree program in the Creative Arts, including a creative writing stream. Brandon University also houses the most significant collection of Aboriginal imaginative literature in North America. Programs in Native Studies and Gender and Women's Studies are also available.

History – Tier II Appointment
The University seeks an Assistant or Associate Professor (Associate Professor preferred) with an outstanding and internationally-recognized research profile in one of the following areas: the history of agriculture, the history of cultural transfer (e.g. ethnicity, religion, settlement), the history of aboriginal peoples and colonizing nations, or the history of the fur trade. The successful candidate will have an established plan of research, a significant record of publication, and an established record of external funding.

The regional area of specialization is open. Interdisciplinary opportunities exist for cooperation and/or joint appointment with Fine Arts, Native Studies, or Rural Development

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
Dr. J.G. Williams
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

Email
vp_ar@brandonu.ca

Fax
204-728-7340

For Further Information
See
www.brandonu.ca/chairs

Applicants shall provide a detailed curriculum vitae, representative publications, a research plan, and should arrange for at least three confidential letters of reference to be sent.

Deadline for applications is January 30, 2004.

CAREERS CARRIÈRES

In both the B.A.S. and M.Arch. programmes, Carleton University presents opportunities for collaborative research and graduate student supervision within the Faculty of Engineering and Design and with other on-campus units. In addition, Carleton University is at the heart of the National Capital Region, and offers collaborative research opportunities with agencies such as the National Research Council, the Canada Mortgage and Housing Corporation, the National Capital Commission and CARE Canada. Furthermore, Ottawa is home to numerous cultural institutions including the National Gallery of Canada, the National Arts Centre, the Canadian Museums of Civilization, Science and Technology, Aviation, and Contemporary Photography. Applications should be sent to: Professor Stephen Fai, Associate Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone: (613) 520-2861, Fax: (613) 520-2849. Information on the School and its programmes can be found on the School's Website: http://www.arch.carleton.ca. Application deadline is January 15, 2004. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ART & CULTURE

■ **CARLETON UNIVERSITY'S** Film Studies program invites application for a tenure-track position at the rank of Assistant Professor beginning July 1, 2004. Applicants should have expertise in one of the two following areas: (1) theories of visual culture with strength in experimental film and video and/or early cinema, and (2) world cinema with a focus on non Euro-American cinemas particularly those of Africa, the Middle East, South and/or South-East Asia. The successful candidate will be expected to teach a range of courses in film studies from first year to the M.A. level. He or she may also be expected to contribute to Carleton University's doctoral program in Cultural Mediations. This is an interdisciplinary PhD in arts and culture which draws upon faculty and other resources from film, literature, music and art history. Applicants must have a PhD, a strong commitment to scholarship reflected in publications, an active research profile and teaching experience. Complete applications including a curriculum vitae, three letters of reference and a writing sample must be sent before November 1, 2003 to Professor Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and people with disabilities. Persons from these groups are especially encouraged to apply. This position is subject to budgetary approval.

ART HISTORY

■ **THE UNIVERSITY OF REGINA (Luther College)** — Applications are invited for a tenure-track position in Art History starting July 1, 2004. Applicants should have a PhD in Art History completed or near completion, with a specialty in Medieval, Renaissance or Baroque periods and the ability to teach in all three areas. Additional teaching areas may include ancient, classical, or religious art. The successful candidate will teach in co-operation with the Department of Visual Arts, which offers a B.A. in Art History and BFA and MFA in studio, therefore the candidate should have an understanding of contemporary art practice and theory. Responsibilities include teaching, research, academic advising, and committee work. Luther College is a liberal arts college in a Christian context federated with the University of Regina. A copy of the College's educational goals is available upon request and further information can be obtained at: www.luthercollege.edu. Applications should include a curriculum vitae outlining disciplinary training, teaching experience, publications and conference presentations, and the names of three referees. A statement explaining the candidate's interest in teaching at a liberal arts college in a Christian context would also be helpful. Applications should be sent to: Dr. Bryan Hills, Academic Dean, Luther College, University of Regina, Regina, SK, S4S 0A2. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is December 15, 2003.

■ **THE UNIVERSITY OF OTTAWA** — The Department of Visual Arts announces the opening of a full-time, tenure-track position at the rank of Assistant Professor in Theory and History of Art. The Department offers both a B.A. with Concentration in Visual Arts and a Bachelor of Fine Arts, programmes which are committed to studio practice and theory. Requirements: PhD or equivalent with a specialization in modern and contemporary art Teaching and research experience; publications; Initially, the bulk of the teaching load will be in English. The successful candidate will eventually be expected to teach in both French and English; salary will be determined according to the Collective Agreement of the University of Ottawa. Starting date: July 1st, 2004. Deadline for applications: January 15, 2004 or until appointment of a suitable candidate. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. Equity is a University Policy. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Applicants should submit a detailed curriculum vitae, at least three examples of recent published works, a teaching dossier which includes statements of teaching philosophy and interests, course outlines and student evaluations, and the names and coordinates of three referees whose letters of recommendation should be sent directly to the Chair of the Department: Penny Cousineau-Levine, Chair, Department of Visual Arts, University of Ottawa, P.O. Box 450, Stn A, Ottawa ON K1N 6N5. For more information, please contact us by E-mail : finearts@uottawa.ca, by Internet: www.uottawa.ca/academic/arts/arts-visuels or by phone at (613) 562-5865.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Visual Arts invites applications for a Tenure Track position in Art History, Theory and Criticism at the rank of Assistant Professor. The successful candidate will specialize in the Art of the Americas in the context of contemporary theoretical frameworks. Other areas of research and teaching specialization should include one or more of the following: Canadian art, contemporary art, museum studies, architecture, aboriginal art, and post-colonial studies. A PhD and a strong record of teaching and research are required. In addition to scholarly publication, alternative research initiatives including curatorial projects, websites, and materials-based projects will be viewed favorably by the committee. Teaching will include undergraduate courses as well as graduate seminars in the candidate's specific area(s) of expertise. The appointee will be expected to contribute to the academic life of a dynamic Department where art history and theory, and studio arts flourish together. Curriculum vitae, statement of teaching philosophy, examples of publications (and slides or other visuals if applicable) and names of three references should be sent with application by Friday, January 30, 2004 to Professor Patrick Mahon, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7 (Phone: (519) 661-3440; Fax (519) 661-2020). Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ARTS MANAGEMENT

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** seeks a qualified person to fill a full-time Lecturer's position in Arts Management, starting July 1, 2004. The Cooperative Program in Arts Management is a well-established program within the Visual and Performing Arts discipline of the Department of Humanities. Qualifications should include at least a Master's degree in Arts Management or other relevant field, and experience in the world of arts management. The Lecturer will teach undergraduate courses at various levels in the theories and practices of arts management. Topics include public policy and public institutions in the arts, fundraising, public relations, development, grant planning and writing, and strategic planning in the arts. Teaching responsibilities will include the senior seminar in arts management for students who have completed their work terms. The course load will be 3 full course equivalents. (The normal load for a Lecturer is four full course equivalents.) The Lecturer will also serve as the Supervisor of Studies for the Co-op Program in Arts Management. The Supervisor of Studies participates in the admissions process, counsels students on academic matters including progress through the program, certifies completion of program requirements to the Registrar, participates in curriculum development for the program, and attends annual meetings of the external Advisory Council and other Arts Management-related events that take place from time to time throughout the year. Send curriculum vitae, three letters of reference and evidence of excellence in teaching by January 15, 2004 to: Professor Elizabeth Cowper, Chair, Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

ARTS VISUELS

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département d'arts visuels annonce l'ouverture d'un poste de professeur en théorie et histoire de l'art à temps complet au rang d'adjoint conduisant à la permanence. Le Département offre un programme de B.A. avec concentration en arts visuels et un Baccalauréat en arts visuels axés sur les pratiques d'atelier et la théorie. Exigences: Doctorat ou l'équivalent en histoire de l'art avec spécialisation en art moderne et contemporain; expérience en enseignement et en recherche; publications; au début de l'engagement, l'enseignement se fera principalement en anglais. La personne choisie devra éventuellement enseigner en anglais et en français; le salaire sera établi selon la convention collective de l'Université d'Ottawa. Entrée en fonction: le 1er juillet 2004. Date limite des candidatures: Le 15 janvier 2004 ou jusqu'à ce que le poste soit comblé. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. Les candidatures doivent nous parvenir accompagnées d'un curriculum vitae détaillé, d'au moins trois publications récentes, d'un dossier d'enseignement incluant les intérêts et la philosophie d'enseignement, des plans de cours et des évaluations de cours par les étudiants ainsi que les noms et coordonnées de trois répondents. Les lettres des répondants doivent être envoyees directement au dirédeur du département: Penny Cousineau-Levine, directrice: Département d'arts visuels, Université d'Ottawa, C.P. 450, Succ. A, Ottawa ON K1N 6N5. Pour de plus amples informations, veuillez communiquer avec nous par courriel: artsvis@uottawa.ca par internet: www.uottawa.ca/academic/arts/arts-visuels ou par téléphone au (613) 562-5868.

ASIAN STUDIES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Dept. of Asian Studies seeks to appoint an Assistant Professor (tenure track) of Japanese literature. The position will commence January 1, 2005, and is subject to final budgetary approval. Period and specialty are open, but preference will be given to candidates who can demonstrate strong competence in a secondary skill such as film, visual culture, popular culture, theory, gender studies, and so on. Requirements include an earned doctorate, an outstanding research agenda, a commitment to excellence in teaching as reflected in published or forthcoming works, and native or near-native fluency in Japanese. A complete application will consist of a letter of application describing one's research interests, one's research CV, complete transcripts of one's university-level education, and three letters of reference. The deadline for applications is February 1, 2004. Please mail materials (or have them sent) to Chair, Japanese Literature Search Committee, Dept. of Asian Studies, Univ. of British Columbia, Vancouver, British Columbia, Canada V6T 1Z2. Electronic submissions may be made to asia.admin@arts.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority

BIOLOGICAL SCIENCES

■ **THE UNIVERSITY OF CALGARY** — The Department of Biological Sciences wishes to build on existing strengths in Population Ecology (www.ucalgary.ca/ecology) by inviting applications for a Tenure-Track Assistant Professor Position from individuals with a strong background in Population Ecology. Individuals interested in dynamics of populations, predator-prey dynamics, or food-web dynamics are highly encouraged to apply. We are particularly interested in individuals who integrate mathematical theory with empirical work or mathematical biologists working in Population Ecology. The successful candidate will have a strong research record in Population Ecology, will be expected to establish an active, externally funded research program, and will participate in teaching at the undergraduate and graduate levels. A complete application should include a curriculum vitae, representative publications and statements of research and teaching interests. Candidates should arrange to have three letters of reference sent under separate cover. Deadline for receipt of all material is December 1, 2003. Send to Dr. D.M. Reid, Head, Department of Biological Sciences, Faculty of Science, University of Calgary 2500 University Dr. N.W., Calgary AB T2N 1N4, Fax: (403) 289-9311. Calgary is a dynamic city (population over 900,000) with a lively cultural life and a very wide range of recreational opportunities. Calgary is only a one-hour drive to the Rocky Mountains. Banff, in Banff National Park, is less than an 80-minute drive west of Calgary. Calgary International Airport has excellent connections to European, far eastern and U.S. cities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

BIOTECHNOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — A Research Associate position is available immediately in The Biotechnology Laboratory at the University of British Columbia. The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology and in fermentation and process engineering. There are currently ten faculty members conducting research in the Biotechnology Laboratory with 54 graduate students drawn from ten different academic departments. The research will focus on the analysis of blood-brain barrier in Alzheimer disease. The successful candidates must possess a PhD and have a minimum of three years of experience as postdoctoral fellow. In addition, the candidate must have a background in a) confocal and electron microscopy b) neuroanatomy, c) cell biology and d) molecular biology. Experience with transgenic mice and microscopy is essential. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send, no later than December 15, 2003, curriculum vitae and the names of three references to: Dr. Wilfred A Jefferies, Professor, Biotechnology Laboratory, The University of British Columbia, 2222 Health Sciences Mall 6 Room 201, Vancouver, B.C. V6T 1Z3, Fax: (604) 822-6780.

BOTANY

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Department of Life Science invites applications for a tenure-stream position in Plant Development at Biology. This position will be filled at the Assistant Professor level and salary will be commensurate with qualifications. Candidates working on any aspect of plant development, and those integrating developmental studies into other areas of plant biology (e.g. evolution, pathology) will be considered. The successful applicant is expected to contribute to graduate education and to teach an undergraduate course in plant morphology and diversity from a developmental perspective. Applicants must have a PhD or equivalent, and should have one or more years of post doctoral experience. The successful candidate is expected to develop a strong research program, broadening the research strengths in Life Science, and to take an active role in graduate and undergraduate teaching. For information on the research and teaching strengths in Life Science, please consult the Department website: http://www.utsc.utoronto.ca/~lifesci. Interested candidates should submit a curriculum vita, including statements of research and teaching interests, with a copy of recent reprints, and arrange to have three letters of recommendation commenting on publications, research potential and teaching ability sent from referees. The materials should be sent to Professor John M. Kennedy, Chair, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C1A4. The closing date is December 19, 2003. Salary will be commensurate with qualifications. The position will be effective July 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

BUSINESS

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Applications are invited for tenure-track positions commencing July 2004 in a number of areas, including: accounting, business law, marketing, organizational/International strategy, finance, industrial relations, and human resource management. These positions normally will be filled at the rank of Assistant Professor, and salary will be commensurate with qualifications and experience. Successful applicants will be expected to teach at the graduate and undergraduate levels and to conduct research in the related area. Applicants should hold a PhD, or be near completion, and have demonstrated teaching excellence and strong research promise in a university environment. All qualified applicants are encouraged to apply, however, Canadians and permanent residents of Canada will be given preference. Memorial University is the largest university in Atlantic Canada, offering diverse graduate and undergraduate programs to some 17,000 students. As the province's only university, it plays an integral role in the educational and cultural life of Newfoundland and Labrador. Memorial provides a stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life and easy access to a range of outdoor activities. Approximately 200 graduate students, many of whom are part time, and 1,000 undergraduate students are enrolled in the Faculty of Business Administration. Through its Center for International Business Studies, the Faculty has an active international exchange program with eleven European universities, as well as one in Mexico. The Faculty of Business Administration has AACSB International Accreditation. For additional information about our Faculty, please visit our web site at www.mun.ca. Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to deanba@mun.ca or send a hard copy to: Dr. Gary Gorman, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NL, A1B 3X5, Canada. Filling these positions is dependent on funding. Applications will be reviewed commencing November 1, however, applications will be accepted and considered until the positions are filled. For further information please telephone (709) 737-8851 or fax (709) 737-2467 or email deanba@mun.ca Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Marketing, Business Economics and Law, University of Alberta School of Business invites applications for a full-time tenure-track position at the assistant professor level to teach in its natural resources and energy programs and to perform research in the areas of environmental, resource or energy economics. Open-

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources/Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall – Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

TENURE TRACK FACULTY POSITIONS IN COMPUTER AND SOFTWARE ENGINEERING DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING
THE UNIVERSITY OF BRITISH COLUMBIA

The Department of Electrical and Computer Engineering at the University of British Columbia invites applications for tenure track positions. Positions are offered primarily at the Assistant Professor level, but exceptional candidates will be considered at all ranks. Areas of interest include, but are not limited to: **Computer Systems** (including computer architecture, memory architectures, distributed and parallel processing, real-time, reconfigurable, and fault-tolerant systems), **Software Engineering** (including requirements specification and management, software architecture, testing and static verification, safety, security, reliability, real-time systems, lightweight formal methods and software project management), **Integrated Systems** and **application areas** (including HCI, computer graphics, and computer-aided design). Outstanding candidates in all areas of Computer and Software Engineering will be considered.

Applicants must demonstrate excellent research potential and teaching ability. The successful applicants will preferably have relevant industrial experience and be active in enhancing educational and research links within the technical community. All faculty members are expected to teach at both undergraduate and graduate levels, and to supervise graduate students. A Ph.D. or equivalent in an appropriate area is required and eligibility for registration as a Professional Engineer in the Province of British Columbia is preferred. Appointments would normally start July 1, 2004, however the starting date is flexible. Salary will be commensurate with experience.

The Department offers a full range of undergraduate and graduate degree programs in Electrical Engineering and Computer Engineering. A number of new initiatives – from new Professorships and Chairs with significant support from local companies to new project-based undergraduate teaching – have created an exciting working environment. A new Institute for Computing, Information and Cognitive Systems, partly funded by the Canada Foundation for Innovation (CFI) will provide state-of-the-art laboratories for interdisciplinary research in a number of areas. Significant start-up funding to new faculty could be offered through CFI, the Canada Research Chairs Program and through other sources. The department is undergoing a major expansion which will allow critical masses of researchers in selected areas to develop. Additional information about the Department is available at http://www.ece.ubc.ca/.

Applications will not be accepted via email; send hardcopy only please. Applicants should submit their resume, statements of research and teaching interests, and the names of at least three references to:

Chair, Recruiting Committee
Department of Electrical and Computer Engineering
University of British Columbia
2356 Main Mall
Vancouver, BC, V6T 1Z4.

The deadline for applications is January 1, 2004. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given *priority.*

Faculty Positions
Department of Mechanical and Industrial Engineering

The Department of Mechanical and Industrial Engineering at Concordia University is inviting applications for up to four full-time tenure-track faculty positions at the Assistant, Associate or Full Professor level. Candidates with expertise in one or more of the following areas are strongly encouraged to apply:

Thermo-Fluid
Mechanics of Materials and Composites
Biomechanics/Biomedical Engineering
Advanced Manufacturing
Nanotechnology

Starting date: June 1, 2004 or earlier.

The Department offers accredited B.Eng., M.Eng, M.A.Sc, and PhD programs in Mechanical and Industrial Engineering as well as an M.Eng. program in Aerospace Engineering. The Department has well established and well funded faculty research activities with three strong research centers focusing on Industrial Control, Vehicle Engineering and Composites and an Institute for Aerospace Design and Innovation which is supported by the major aerospace industries in Montreal. Faculty members in the Department have close relationships with local industry and their strong research activities enjoy excellent support from manufacturing and other industries in Montreal and surrounding areas. Further information about the Department can be obtained from our web site: http://www.me.concordia.ca.

Candidates should have a Bachelor's and a PhD degree in Engineering, or in a related discipline. The successful candidate is expected to provide strong leadership in his/her discipline, conduct research, teach undergraduate and graduate courses in his/her area of expertise. Industrial experience and knowledge of French will be considered as assets. Membership or eligibility for membership in the professional engineering association in Quebec or another Canadian province is an essential requirement.

Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of research and teaching interests, and the names of at least three referees. Review of applications will begin in December 2003 and continue until positions are filled. Applications should be sent to:

Dr. S.V. Hoa, Professor and Chair
Department of Mechanical and Industrial Engineering
Concordia University
Room H549, 1455 de Maisonneuve Boulevard West
Montreal, Quebec, Canada H3G 1M8
Fax: (514) 848-3175
Email: mieng@vax2.concordia.ca

This advertisement is simultaneously directed to Canadian citizens, permanent residents of Canada and non-Canadians. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

Concordia UNIVERSITY
Real education for the real world
www.concordia.ca

ing of this position is subject to funding. The candidate should be highly familiar with the natural resource and energy markets and regulatory regimes; knowledge of Canadian markets is valued, industry experience is valued. The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses and will participate in the MBA specialization in Natural Resources and Energy. Salary is competitive with business schools in Canada. The competition will remain open until the position is filled. Applicants should have, or be close to completing, a PhD in an appropriate field. Send applications to Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta, T6G 2R6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. It is not possible Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Eric Sprott School of Business invites applications for a full-time tenure-track position in Management at the rank of Assistant Professor. The School of Business is part of the Faculty of Public Affairs and Management (PAM) and is committed to excellence in teaching and research. It offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, a Master of Business Administration and a PhD in Management. The successful candidate must be able to teach and oversee common undergraduate and graduate Organizational Behaviour, Human Resource Management and Organizational Theory courses, and must be able to supervise PhD and M.B.A. students working in cross-functional, interdisciplinary business related areas. The successful candidate must also be able to participate actively in the ongoing development of our concentration in Managing People and Organizations. The successful candidate will have demonstrated strong research skills and abilities. The candidate should either possess a PhD or equivalent degree in Management (or a closely related discipline), or be close to completing one. Salary is competitive and commensurate with qualifications. This appointment will be effective July 1, 2004. The closing date for applications is November 21, 2003 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curricula vitae and names of three academic referees to Dr. Vinod Kumar, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, Tel: 613-520-2078; Fax: 613-520-2532; email: director@sprott.carleton.ca; http://www.sprott.carleton.ca.

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Eric Sprott School of Business invites applications for a full-time tenure-track position in Accounting at the rank of Assistant Professor for July 2004. The Eric Sprott School of Business, part of the Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Masters in Business Administration, and PhD in Management degrees. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the ongoing development of our Accounting Concentration. The candidate should possess a PhD or equivalent degree in Accounting, or be close to completing one, and demonstrate evidence of strong research and teaching skills. Preference will be given to candidates with an interest in teaching financial accounting, accounting information systems or auditing. Salary is competitive and commensurate with qualifications. This appointment will be effective July 1, 2004. The closing date for applications is November 21, 2003 or until the position is filled. All qualified candidates are encouraged to apply. The application of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to Dr. Vinod Kumar, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600, ext 8078; Fax: (613) 520-2532; E-mail: director@sprott.carleton.ca; URL: http://www.sprott.carleton.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for the position of Associate Dean, Academic Resources commencing July 1, 2004. The Associate Dean, Academic Resources, will work closely with the Dean in fostering internal and external relationships and act as the delegate for the Dean on various committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for a tenure-track position in Management and Labour Studies at the rank of assistant professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for a 24 month limited-term faculty position in Finance at the rank of assistant professor or lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

CHEMICAL & PHYSICAL SCIENCES

■ **THE UNIVERSITY OF TORONTO AT MISSISSAUGA** — The Department of Chemical & Physical Sciences, invites applications for a tenure-stream position in Polymer Chemistry at the rank of Assistant Professor, effective July 1, 2004. Details on the position and procedures for application are available at: http://www.utm.utoronto.ca/cps. Applications will be accepted until December 15, 2003.

CHEMISTRY

■ **McGILL UNIVERSITY** — The Department of Chemistry is seeking candidates for three tenure-track positions. Each position is at the Assistant Professor level. However, individuals qualified for the CRC Tier I or II Chairs are also encouraged to apply. Applicants must have a PhD and postdoctoral or industrial experience. The successful candidates will be expected to teach at the undergraduate and graduate levels and will establish a vigorous research programme. Materials: Applicants with interests in any aspect of synthesis, theory/calculations, spectroscopy, or microscopy related to Materials are encouraged to apply. Nanochemistry: Applicants with interests in nanoscience, emphasizing synthesis, physical aspects of materials and polymers, spectroscopy, microscopy, or theory/calculations are encouraged to apply. Nanoscience (Joint with the Department of Physics) Applicants with interests in all aspects of Nanoscience. Candidates will have teaching and graduate student supervisory responsibilities in both Departments. A successful candidate in each position will participate in the McGill Institute for Advanced Materials and will have access to the new McGill Nanotools facility, which is well equipped for simulation, design, fabrication and study of nanostructures. Candidates should send (not by email) a curriculum vitae, a research proposal (including budget details for start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to: The Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6. Review of applicants will begin November 1, 2003. The expected starting date is September 1, 2004. Departmental details are available at http://www.mcgill.ca/chemistry. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

■ **BROCK UNIVERSITY** — The Department of Chemistry invites applications for two full-time, tenure track positions in the areas of Bioorganic and/or Synthetic Organic chemistry. Applications will be considered at the Assistant Professor level from individuals with post-doctoral experience. Applications from outstanding individuals will also be considered for appointment at the Associate Professor level. The Department (www.brocku.ca/chemistry) offers B.Sc. and M.Sc. degrees in Chemistry and M.Sc./PhD degrees for students who qualify for the Biotechnology graduate program, (www.brocku.ca/biotechnology). Successful applicants will have strong experimental skills in the areas listed above. An ability and willingness to support aspects of teaching and collaborative research in the Chemical Biology stream of Brock's Biotechnology program will be an advantage. Applicants are expected to teach at both the undergraduate and graduate levels and to develop and maintain a thriving, externally funded, research program. Applicants should send a CV, a detailed research proposal (with plain-language summary), and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy) to: Dr. Jeffrey Atkinson, Chair, Department of Chemistry, Brock University, 500 Glenridge Ave., St. Catharines, Ontario L2S 3A1, E-mail: jatkin@brocku.ca. The candidates should also arrange for three letters of reference to be sent to the Department. Applications will be reviewed until January 1, 2004 or until suitable candidates have been identified. The appointments will commence on or after July 1, 2004. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University supports and encourages employees to contribute to a safe work environment for all. More information on Brock University can be found on the university website at: www.brocku.ca.

■ **McGILL UNIVERSITY** — Applications are invited for a tenure track position (any rank) in Biological Chemistry or Chemical Biology. Individuals qualified for CRC Tier I or II Chairs are strongly encouraged to apply. Candidates should have a PhD degree with postdoctoral experience in Biological Chemistry or Chemical Biology, proven research ability, and a strong commitment to teaching. The Department particularly seeks applications from candidates specializing in bioorganic, drug design, natural products, green chemistry, organic synthesis, mechanistic chemistry, computational, or structural biological chemistry. The successful candidate will be expected to teach undergraduate and graduate courses and to establish a vigorous research program. Candidates should send (not by email) a curriculum vitae, a research proposal (including budget details for start-up), a teaching statement, and arrange to have at least three letters of recommendation sent to The Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. Dossiers will be reviewed beginning November 15, 2003. The expected starting date for this position is September 1, 2004 or earlier. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. However, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemistry is seeking an individual with demonstrated ability and outstanding potential for excellence in teaching and research for a tenure-track faculty position in Inorganic Chemistry. Post-doctoral experience, in addition to a PhD in any aspect of Inorganic Chemistry is essential. It is anticipated that this appointment will be made at the level of Assistant Professor, however applications for an appointment at a more senior rank will also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (5 - 10 pages in length) and arrange for three letters of recommendation from professional references to arrive before December 1, 2003. Additional information concerning the department and the University of Waterloo can be found at http://sciborg.uwaterloo.ca/chemistry. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemistry invites applications for the position of Lecturer in Organic Chemistry. This is a 3 year, renewable, position beginning July 1, 2004 or as soon as possible thereafter. The duties for this position will be primarily limited to teaching and service. The successful applicant must have a PhD degree in organic chemistry or a closely related area or expect to obtain a PhD before the starting date for this position) as well as teaching experience, and will be responsible for teaching introductory and advanced organic chemistry courses. Enquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a description of teaching experience and a statement of teaching philosophy, and arrange for three letters of recommendation from professional references to arrive before December 1, 2003. Additional information concerning the department and the University of Waterloo can be found at http://sciborg.uwaterloo.ca/chemistry. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICAL STUDIES

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position at the Assistant Professor level in Classical Studies beginning September 1, 2004. The successful candidate will have a PhD in Classical Studies in hand or close to completion, and an ability to teach a variety of courses in classical civilizations and languages. Salary is commensurate with qualifications and experience. Consideration of applications will begin December 15, 2003. Please send curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curchin, Chair, Department of Classical Studies, University of Waterloo, Waterloo ON N2L 3G1 (email, lcurchin@watarts.uwaterloo.ca). All qualified applicants are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples nd persons with disabilities. The appointment is subject to the availability of funds.

CLASSICS

■ **THE UNIVERSITY OF OTTAWA** — The Department of Classics and Religious Studies announces the opening of a full-time, tenure-track position for an assistant professor starting 1 July 2004. Field of specialization: Latin literature. PhD relevant to the field of Classics is required. Candidates should have sufficient refereed publications (minimum three) to qualify for supervising graduate research at the University of Ottawa. Most of the teaching at the undergraduate level will deal with Latin language and literature of the classical period. Since the department is in the process of focussing its M.A. programme on Late Antiquity (A.D. 200–700), preference will be given to candidates with demonstrated expertise in this period. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in both French and English, and this immediately and competently upon assuming the position. Initially, the bulk of the teaching load will be in English. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from women. Applications, including a curriculum vitae, one or two recent publications, and three letters of ref-

CAREERS CARRIÈRES

erience, should reach the department by November 17, 2003. Address to: Dr. Geoffrey Greatrex, Associate Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, Canada K1N 6N5, Tel. 613-562-5714, Fax 613-562-5991, E-mail: greatrex@uottawa.ca. The University of Ottawa is justly proud of its 150 year tradition of bilingualism. Though its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of hiring, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure.

COMPUTER SCIENCE

■ **THE UNIVERSITY OF VICTORIA** — The Department of Computer Science seeks outstanding individuals in all areas for appointment to Canada Research Chairs at both the Tier 1 and Tier 2 level. For a Tier 1 appointment, the successful candidate will have an outstanding record of research and teaching, while a Tier 2 appointment is intended for candidates in the early to middle stages of their career with the potential to be a leader in the field. Full details are at http://www.csc.uvic.ca/news/caerct/CSC.CRC.advert.html.

■ **THE UNIVERSITY OF CALGARY** — The Computer Science Department, Faculty of Science, at the University of Calgary is continuing a large expansion and seeks outstanding candidates for tenure track/tenured positions at the Assistant, Associate, and Full Professor levels. We are interested in candidates in all areas of Computer Science and outstanding candidates from any area will be seriously considered. Applicants from software engineering, distributed systems, operating systems, databases, and human-computer interactions are of particular interest during this hiring round. Applicants must possess a doctorate in Computer Science or a related discipline, and have a strong research record. They must be enthusiastic about contributing to both research and teaching. The Department is committed to excellent research and teaching. It has an expanding graduate program and extensive state-of-the-art computing facilities. Further information about the Department is available at http://www.cpsc.ucalgary.ca. Interested applicants should send a CV, a concise description of their research program, and the names and email addresses of at least three references to: Dr. K. Barker, Head, Department of Computer Science, University of Calgary, 2500 University Drive, Calgary, AB, Canada, T2N 1N4 or email to: search@cpsc.ucalgary.ca. The deadline for applications is January 2, 2004, or until the positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

■ **THE UNIVERSITY OF WATERLOO** invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of artificial intelligence, human-computer interaction, bioinformatics, and web data management. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2004 calendar year. With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies such as Watcom (now Sybase Solutions Inc.), Waterloo Maple Inc. and Open Text Corp. Applications should be sent by electronic mail to cs-chair@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. These appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** — The School of Computer Science is seeking an outstanding candidate to nominate for a Canada Research Chair at the junior Tier II level focussed in Cars & Computers. This Chair is targeted at relatively new researchers who are acknowledged by their peers as having the potential to be leaders in their fields. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Subir Bandyopadhyay, Acting Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3714; Fax: 519.973.7093; Email: gaiabon@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

CONSERVATION BIOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Departments of Botany and Zoology invite applications for a junior Canada Research Chair in Conservation Biology in the Centre for Biodiversity Research. Canada Research Chairs (http://www.chairs.gc.ca/) are prestigious appointments with significant resources for start-up. We are interested in outstanding candidates whose research focuses on empirical studies having applications to problems in conservation. Candidates working on marine, freshwater, or terrestrial plants are especially encouraged to apply. The position will be at the level of Assistant Professor. The successful candidate will be expected to provide leadership in the UBC Centre for Biodiversity Research and participate in graduate and undergraduate teaching. Salary and start-up funds are negotiable. Applicants should send a current CV and statements of research and teaching interests, and have letters sent from three referees. These should be directed to Dr. Roy Turkington (roy@interchange.ubc.ca), Department of Botany, University of British Columbia, #3529-6270 University Boulevard, Vancouver, BC, Canada V6T 1Z4 (fax. 604-822-6089). The deadline for application is November 30, 2003. All positions are subject to review and final approval by the CRC Secretariat. Chair holders are eligible to apply for CFI infrastructure funding. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with immigration requirements associated with the Canada Research Chairs program.

CRIMINOLOGY

■ **KWANTLEN UNIVERSITY COLLEGE** — The faculty of Social Sciences invites applications for a full-time regular position in the Criminology Department commencing September 1, 2004. The successful applicant will have responsibility for teaching, course development and research in their area(s) of expertise, and will participate in the implementation of a Bachelor of Arts in Community Criminal Justice. Applicants must be prepared to lead upper-division courses in research methods and data analysis. In addition, expertise in community development, crime prevention, and policing, or community-based research would be highly desirable. A M.A. is required, PhD preferred. Please forward your resume, including photocopies of post secondary transcripts, quoting competition number 03-42 by December 19, 2003 to: Human Resources Department, Kwantlen University College, 12666 72nd Avenue, Surrey, BC V3W 2M8, Fax: 604-599-2111 or email to employ@kwantlen.ca. No telephone enquiries please. Visit our website at: http://plaza.kwantlen.bc.ca/hr. We thank all applicants for their interest in Kwantlen University College. However, only those applicants selected for further consideration will be contacted.

DRAMATIC ART

■ **BROCK UNIVERSITY** invites applications for a full-time, tenure-track position in Dramatic Literature at the Assistant Professor level beginning July 1, 2004. The appointee will teach in the Dramatic Literature BA and Honours BA programs in the Department of Dramatic Arts. A relevant PhD and teaching experience are required. Evidence of peer-reviewed publication will be an asset. The application must include a five year plan for ongoing and future research. The successful applicant will be expected to teach a wide range of courses within the programs, including courses in critical theory, theatre history and dramatic literature. In addition, expertise and experience in practical theatre or interdisciplinary research is desirable. Dramatic Arts offers a BA and a BA Honours in Theatre, Dramatic Literature or Drama in Education/Theatre; a four-year BA in Theatre; a concurrent B.A./B. Ed. and Co-op options in Drama in Education. Theatre and Dramatic Literature. A Certificate in Drama in Education also is offered. The program currently has five tenured or tenure track faculty in theatre and dramatic literature, two full time technical staff, and several part-time instructors drawn from education and from the professional theatre. More information on Brock University can be found on the University's website www.brocku.ca. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of cultural and recreational opportunities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance; qualified men candidates are especially encouraged to apply. The salary is competitive and commensurate with qualifications. Applications will be accepted until November 21, 2003 and should be submitted, with a curriculum vitae, research plan, and the names of three referees, to: Dr. Mary Jane Miller, Department of Dramatic Arts, Brock University, St. Catharines, ON L2S 3A1, E-mail: mmiller@brocku.ca

■ **THE UNIVERSITY OF WINDSOR'S** School of Dramatic Art seeks applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2004. The areas include: Theatre History and Movement for the Actor. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, Ext. 2805. Fax: 519.971.3629, Email: walsh@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

DROIT

■ **L'UNIVERSITÉ McGILL** — La faculté de droit de l'Université McGill sollicite des candidatures pour des postes permanents à durée indéterminée ou déterminés, des postes à durée déterminée, et des postes de professeur-visiteur, pour tous les grades, dans tous les domaines, et comportant toutes les perspectives théoriques et méthodologiques. Pour plus de renseignements, s.v.p. visiter le site-web de la faculté: www.law.mcgill.ca/faculty/postions-fr.htm. Date de tombée le 1 janvier 2004 pour les postes débutant le 1 juillet 2004; le 1 juillet 2004 pour les postes débutant le 1 janvier 2005. S.v.p. noter que la Faculte n'accepte pas des candidatures posés par voie de courriel. S.v.p. nous envoyer vos documents par courrier régulier ou par télécopieur.

EARTH & OCEAN SCIENCES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Department of Earth and Ocean Sciences at the University of British Columbia. The candidate should have expertise in marine geochemistry, a PhD and preferably post-doctoral experience, and a record of multi-disciplinary research towards understanding marine biogeochemical cycles. Examples of areas of interest include the use of geochemical tracers to investigate the relationship between changes in the ocean/atmosphere system and Earth's climatic variability, the evolution of biogeochemical cycles during the Quaternary period, and the geochemical coupling of benthic and pelagic systems. The successful candidate will be expected to teach undergraduate and graduate courses in the Department of Earth and Ocean Sciences. Applications should include a curriculum vita, list of publications, and a summary of research interests. Applicants should also arrange for three letters of recommendation to be sent to: Dr. Paul L. Smith, Head, Department of Earth & Ocean Sciences, The University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z4. The closing date for the competition is January 9, 2004. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

ECONOMICS

■ **ST. THOMAS MORE COLLEGE** — The Department of Economics at St. Thomas More College, a Catholic college federated with the University of Saskatchewan, invites applications for a tenure-stream position in Economics at the level of Assistant/Associate Professor, commencing July 1, 2004. The STM Economics department collaborates directly with and is integral to the scholarly work of the Economics Department at the University of Saskatchewan. The successful candidate will have a PhD in hand or near completion in Economics and an interest in social justice with special application in two or more of the following areas: economic development, transitional economics, institutional economics, labour economics, and behavioral economics. The candidate should be prepared to teach courses in introductory economics, methods, economic development, and/or labour economics. Candidates will be expected to develop an active, externally funded program of research and to help facilitate collaborative research in an interdisciplinary environment. Applicants are asked to send a letter describing research and teaching strengths, a curriculum vitae, the names of three referees, documentation of teaching ability, including teaching evaluations, as well as copies of written work and/or publications to Dr. Bohdan Kordan, Chair person, Economics Search Committee, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, Canada S7N 0W6. The process of a candidate search will begin October 1, 2003 and continue until a successful one is found. Selected pre-interviews will be conducted at the ASSA Meeting, January 2004, San Diego, California. The salary of the successful candidate will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to achieving gender balance in faculty. Women, Aboriginal people, people with disabilities, visible minorities, and members of other designated groups are encouraged to self-identify on their application. For more information on the Economics Department at St. Thomas More College, visit http://www.usask.ca/stm; or contact Dr. Kordan at 306-966-8951 (voice), 306-966-8904 (fax), or kordan@usask.ca.

■ **McGILL UNIVERSITY** — The Department of Economics invites applications to fill 5 tenure-track positions over the next two years. We are primarily interested in the following fields: Open Economy Macroeconomics; Social Statistics/Labour; Public Economics; Environmental Economics; Applied Microeconomics. The ranks at which these appointments would be made is open. Entry level, Assistant Professor applicants must have completed a doctorate (or expect to do so by May, 2004), and must show potential for excellence in research and teaching. Applicants at the Associate or Full Professor level are expected to have established records of success in research and teaching. Please send letters of application, indicating the position(s) for which application is (are) made, curriculum vitae, and three confidential letters of reference to Professor Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. The closing date for senior applications is October 15, 2003. The closing date for entry level, Assistant Professor applications is November 15, 2003. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Because McGill is an English-language university

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The University of Western Ontario

Assistant Professors Faculty of Social Science

Bachelor of Administrative and Commercial Studies (BACS) is an interdisciplinary program in the Faculty of Social Science at The University of Western Ontario with over 2000 students enrolled in four distinct areas of study: Finance and Administration; Organizational and Human Resources; Finance, Administration and Computer Science; and Commercial Aviation Management (CAM). The only program of its kind offered by a Canadian university, the BACS curriculum combines business studies with a strong foundation in the social sciences.

Applications are invited for the following probationary/tenure-track appointments at the rank of Assistant Professor:

- **Accounting**
  Duties include teaching management accounting and/or financial accounting at the undergraduate level in the BACS Program.
- **Operations Management**
  Duties include teaching operations management at the undergraduate level in the BACS Program.
- **Joint Appointment in Geography and BACS**
  Duties include teaching property finance in the Urban Development Program in the Department of Geography, and finance in the BACS program at the undergraduate level.
- **Joint Appointment in Psychology and BACS**
  Duties include teaching in the Organizational and Human Resources stream of the BACS program, and the Industrial and Organizational (I/O) Psychology program in the Department of Psychology. Candidates with backgrounds in all areas of I/O Psychology will be considered, but preference will be given those who can teach, conduct research, and supervise graduate students in "Industrial" Psychology curricular areas such as personnel training, personnel recruitment and selection, performance appraisal and performance management, and job analysis.
- **Commercial Aviation Management** (Limited-Term appointment)
  Duties include teaching courses in at least two of the following areas: Airport Planning and Management, Airline Operations and Management, Aviation Law, and Aviation Human Factors. Since duties include supervising the "Integrated Commercial Pilot's Licence" flight training component of the CAM program, a current Commercial Pilot's Licence is desirable. Candidates should have at least a Master's degree in a related discipline, and demonstrate a strong record of undergraduate teaching and related work experience. Initial appointment may be for periods of not less than twelve months and not more than five years.

Candidates for all probationary/tenure-track positions must have a Ph.D. (or near completion) in a related discipline, provide evidence of superior ability in teaching and possess a strong record of scholarly research and publication. Candidates for joint-appointments between BACS and the Departments of Geography and Psychology must demonstrate a commitment to working in an interdisciplinary environment.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. All probationary/tenure-track appointments may also be offered as limited-term contracts. Appointments are effective July 1, 2004.

Applicants can learn more about the BACS Program and the Departments of Geography and Psychology at www.ssc.uwo.ca.

A curriculum vitae (including the names of three references) should be forwarded to:

Professor Keith Fleming, Director
Bachelor of Administrative and Commercial Studies Program
Room 2040 Social Science Centre
The University of Western Ontario
London, Ontario, N6A 5C2

Applications will be accepted until December 15, 2003, or thereafter until the positions are filled. Files will be reviewed prior to the deadline.

Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

Memorial
University of Newfoundland

ASSISTANT PROFESSOR IN ANIMAL BEHAVIOUR
Department of Psychology

The Department of Psychology at Memorial University of Newfoundland invites applications for a tenure-track position at the rank of Assistant Professor in Animal Behaviour. We are seeking an individual with a strong research record, appropriate to his/her academic experience, and strong commitments to teaching, research and the supervision of students. In addition to the usual degrees, the department, in partnership with Biology, has a very successful graduate programme in Cognitive and Behavioural Ecology. In addition, Newfoundland has outstanding opportunities for laboratory and field studies in both marine and terrestrial animals.

The appointee will be expected to teach at all levels within the department's programmes and candidates with an interest and expertise in teaching at the introductory level will be preferred. A tenure-track appointment at the rank of Assistant Professor will be offered to the successful candidate with a completed PhD; otherwise, a 3-year contractual appointment will be offered with the possibility of conversion to a tenure-track appointment on completion of the doctorate.

Applicants should send a curriculum vitae, a clear, short statement of academic interests, selected reprints and the names of three referees to **Dr. John Evans, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, Newfoundland and Labrador, A1B 3X9,** jevans@mun.ca. The appointment will begin on July 1st, 2004, or as soon as possible thereafter and is subject to budgetary approval. The Search Committee will start examining applications on January 15, 2004, and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities.

CAREERS CARRIÈRES

College of Arts, Social & Health Sciences

UNBC

Assistant or Associate Professor, Psychology Program (Tenure-Track Position)

The University of Northern British Columbia invites applications for a tenure-track position at the rank of Assistant or Associate Professor in the Psychology Program with an anticipated start date of July 1, 2004 (exact start date negotiable), subject to budgetary approval. UNBC is a small, modern, research-intensive university with a strong mandate for growth. Currently there are 3,500 students enrolled in more than 40 undergraduate and graduate degree programs.

The successful candidate will contribute to the Psychology Program's mandate to foster understanding of issues relevant to the north, especially the understanding of human health, human development, and social well being. Candidates should possess a Ph.D. in Psychology or be near completion, and have established a strong record (or show potential) in a research area that complements the Program's mandate and strengthens the research-oriented doctoral program. The Program is seeking applicants who have the academic background necessary to teach Statistics, and one or more courses in the following areas: Motivation and Emotion, Psychobiology, Sensation and Perception, and Cognition. For more information about the Psychology Program at UNBC, visit our Web site: www.unbc.ca/psychology.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting **competition #FAPS28-03(B)** to: **Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Sherry Beaumont, Chair of the Psychology Program, at Telephone (250) 960-6501; Fax (250) 960-5744; Email beaumont@unbc.ca.** Applications received on or before **January 31 2004** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

UNIVERSITY OF REGINA

Faculty of Science

The Faculty of Science invites applications for a ***Tier II Canada Research Chair*** to be appointed at the rank of Assistant Professor (tenure-track) on July 1, 2004. We are seeking an outstanding researcher in one of the theme areas listed below. The Faculty has expertise in these areas and is looking to build on existing strengths.

Computational Astrophysics
More info at: http://www.phys.uregina.ca/

Computer Modelling in the Natural Sciences
More info at: http://www.uregina.ca/sergeyev/index2.html

Uncertain Reasoning and Its Applications
More info at: http://www.cs.uregina.ca/

Data Mining and Its Applications
More info at: http://www.cs.uregina.ca/

Quantitative Ecology
More info at: http://www.uregina.ca/biology/

Environmental Geoscience
More info at: http://www.uregina.ca/geology/

Applications of Homotopy Theory
More info at: http://www.math.uregina.ca/

Operator Theory and Matrix Theory
More info at: http://www.math.uregina.ca/

Candidates must be emerging researchers (2-6 years from a Ph.D.) with the potential to achieve international recognition as a leader in their fields in five to ten years. The successful candidate is expected to provide leadership in research-related activities, including teaching, graduate supervision, and the development of collaborative research initiatives.

We expect the successful candidate to become an integral component of the Faculty's research and to interact with researchers in the Faculty who complement the candidate's area of expertise. There is particular interest in individuals whose work can be related to the general areas of energy and environment and/or informatics.

Applications must include a curriculum vitae, a research plan, and have three letters of reference sent to: Dr. K. Bergman, Dean, Faculty of Science, University of Regina, Regina, Saskatchewan S4S 0A2, Canada. E-mail: katherine.bergman@uregina.ca. The closing date for applications is November 30th, 2003.

Further information about the Faculty of Science and Canada Research Chairs can be viewed at http://www.uregina.ca/science/ and www.chairs.gc.ca. The University of Regina is committed to employment equity and welcomes diversity in the workplace. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

located in the francophone milieu of Montreal, Quebec. Knowledge of French would be an asset. McGill University is committed to equality in employment.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2004. Candidates will hold, or will have nearly completed, a PhD in economics, with the requirement that they be able to demonstrate that they will establish themselves as recognized scholars, producing internationally recognized research and be good teachers at all levels. Outstanding candidates in all fields will be considered. Duties include teaching at the undergraduate and Master's level and research. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the position is filled. This position is subject to budgetary approval. Applicants should send a letter of application, curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

■ **McGILL UNIVERSITY** — The Department of Economics invites applications to fill a tenure track position at the assistant professor level in microeconomic theory, beginning August 1, 2004. Applicants must have completed a doctorate (or expect to do so by May, 2004), and must show a very strong potential for excellence in research and teaching. Please send letters of application, a curriculum vitae, and three confidential letters of reference to Professor Alison Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. The closing date for applications is November 30, 2003. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Because McGill is an English-language university located in the francophone milieu of Montreal, Quebec, knowledge of French would be an asset. McGill University is committed to equality in employment.

■ **MOUNT ALLISON UNIVERSITY** — The Department of Economics invites applications for a tenure track position, subject to budgetary approval. Candidates should have or be nearing completion of a PhD in Economics and have a strong commitment to excellence in teaching and research. Applicants specializing in any field of economics will be considered. Mount Allison University is an undergraduate institution and attracts a diverse and able undergraduate student body. The appointment will be made at the rank of Assistant Professor, depending on qualifications, and will commence on July 1, 2004. An application should include a curriculum vitae, three reference letters, an example of completed research, and a statement of teaching philosophy, and should be sent to: Dr. Frank Strain, Chair of the Search Committee, Department of Economics, Mount Allison University, 144 Main St., Sackville, NB E4L 1A7. Fax: 506-364-2625. Phone: 506-364-2437. Email: fstrain@mta.ca. The Department will begin reviewing applications in October 2003. The search will continue until the position is filled. Mount Allison has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Canadians and permanent residents should indicate their citizenship status in their application.

■ **McMASTER UNIVERSITY** — Applications are invited for two tenure-track positions in the field of health economics at the level of Assistant Professor in the Department of Economics, McMaster University. One position commences July 1, 2004; the second commences July 1, 2005. The Department of Economics is a research-intensive academic unit with responsibilities for teaching and supervision of undergraduate, M.A. and PhD students in economics. The Department has recognized areas of strength in health economics, labour economics, population economics, public economics, applied econometrics, experimental economics, international economics, macroeconomics and money, and microeconomics and industrial organization. All qualified candidates with a strong interest in health economics are invited to apply. It is expected that one position will be filled by a candidate whose research interests focus on the financing, funding, organization or delivery of health care; the second position is expected to be filled by an individual whose research interests focus on the economics of health and its distribution within populations. The successful candidate will be eligible for membership in McMaster's University's Centre for Health Economics and Policy Analysis, which is an internationally recognized health research organization whose research programmes span the full spectrum of health economic and health policy analysis. The appointee will hold, or be in the advanced stages of working towards, a PhD in economics, will be expected to participate in teaching undergraduate and graduate students, to supervise doctoral students, and to contribute in particular to a new graduate program in health economics and policy. As well, the successful candidate will carry out an independent research programme yielding significant peer-reviewed publications. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to creating a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Interested candidates should send a letter of application and a curriculum vitae to Stuart Mestelman, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone: (905) 525-9140 x24591, facsimile: (905) 521-8232, electronic mail: econch@mcmaster.ca. The Department will contact referees directly for supporting letters. Candidates should submit the names of three potential referees for the Department's consideration. The Department will begin reviewing applications in November 2003.

■ **SIMON FRASER UNIVERSITY** — The Department of Economics seeks to fill four tenure track positions at the assistant professor level, effective September 1, 2004, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send a letter of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 14, 2003 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address. Fax: 604-291-5944; E-mail: econjob@sfu.ca.

■ **THE UNIVERSITY OF MANITOBA** — The Department of Economics invites applications for a full-time tenure-track appointment, effective 1 July 2004, subject to final budgetary approval, at the rank of Assistant Professor or Lecturer in the area of Economic Theory. The successful candidate must have a PhD by the time of appointment to Assistant rank. A successful candidate whose doctoral dissertation is to be completed shortly after July 1, 2004 will be appointed at the rank of Lecturer until the PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate. This is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274, Fax: (204) 474-7681. Position Vacancy No. AJQ 844. The deadline for receipt of applications is January 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to: simpson@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Economics invites applications for a full-time tenure-track appointment, effective 1 July 2004, subject to budgetary approval, at the rank of Assistant Professor or Lecturer in the area of Economic Development. The successful candidate must have a PhD by the time of appointment for Assistant rank. A successful candidate whose doctoral dissertation is to be completed shortly after July 1, 2004 will be appointed at the rank of Lecturer until the PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate. This is an entry-level position. Responsibilities include undergraduate and graduate teaching, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274; Fax: (204) 474-7681. Position Vacancy No. AJX 687. The deadline for receipt of applications is January 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to: simpson@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Economics invites applications for a full-time tenure-track appointment, effective 1 July 2004, subject to final budgetary approval, at the rank of Assistant Professor or Lecturer in the area of Macroeconomics. The successful candidate must have a PhD by the time of appointment for Assistant rank. A successful candidate whose doctoral dissertation is to be completed shortly after July 1, 2004 will be appointed at the rank of Lecturer until the PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate. This is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274; Fax: (204) 474-7681. Position Vacancy No. AJX 687. The deadline for receipt of applications is January 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to: simpson@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Economics invites applications for a full-time tenure-track appointment, effective 1 July 2004, subject to final budgetary approval, at the rank of Assistant Professor or Lecturer in the area of Macroeconomics. The successful candidate must have a PhD by the time of appointment for Assistant rank. A successful candidate whose doctoral dissertation is to be completed shortly after July 1, 2004 will be appointed at the rank of Lecturer until the PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate. This is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274; Fax: (204) 474-7681. Position Vacancy No. AJQ 844. The deadline for receipt of applications is January 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to: simpson@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Economics invites applications for a full-time tenure-track appointment, effective 1 July 2004 subject to final budgetary approval, at the rank of Assistant Professor or Lecturer in the area of Economic Development. The successful candidate must have a PhD by the time of appointment for Assistant rank. A successful candidate whose doctoral dissertation is to be completed shortly after July 1, 2004 will be appointed at the rank of Lecturer until the PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate. This is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274; Fax: (204) 474-7681. Position Vacancy No. AJX 687. The deadline for receipt of applications is January 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to: simpson@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Economics invites applications for a full-time tenure-track appointment, effective 1 July 2004, subject to final budgetary approval, at the rank of Assistant Professor or Lecturer in the area of Macroeconomics. The successful candidate must have a PhD by the time of appointment for Assistant rank. A successful candidate whose doctoral dissertation is to be completed shortly after July 1, 2004 will be appointed at the rank of Lecturer until the PhD is completed. The rank and salary will be commensurate with the qualifications and experience of the chosen candidate. This is an entry-level position. Responsibilities will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, a productive research program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, 501 Fletcher Argue Building, University of Manitoba, Winnipeg, MB., R3T 5V5, Canada. Tel: (204) 474-9274; Fax: (204) 474-7681. Position Vacancy No. AJX 687. The deadline for receipt of applications is January 15, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics or by e-mailing your questions to: simpson@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, applications are invited, initially, for one tenure-track appointment. This position will probably be at the rank of Assistant Professor and will commence in the 2004–2005 academic year. The position requires a completed PhD (or expected in 2004), evidence of high-quality research and good teaching potential. The Department is especially interested in candidates in International Finance and International Monetary Economics at this time. To apply for this position, please contact A. R. M. Ritter, Chair, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa Canada, K1S 5B6. (E-Mail: Arch_Ritter@Carleton.Ca). The competition will remain open until November 30, 2003 or until the position has been filled. Applications should be submitted by mail and should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Economics seeks to fill a Tier II Canada Research Chair in the economics of health technology. This position is funded under the Canada Research Chair program (www.chairs.gc.ca). In the context of the University's Strategic Research Plan the holder of this position will be involved with "the study of those cultural forces and political pressures that provide the context for, and the content of, technological change. The successful candidate will be expected to contribute to the new PhD program in "Applied Economics". Consideration will be given to applicants with a PhD and who have demonstrated excellence in both teaching and research. The successful candidate will teach at both the graduate and undergraduate level, and be expected to develop an independent, externally funded, research program. Excellence in research and teaching are primary criteria for the position. The position is effective September 1, 2004, alternative start dates may be possible. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to approval by the Canada Research Chair Selection Committee. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Blox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is December 15, 2003.

■ **BROCK UNIVERSITY** — The Department of Economics seeks to fill up to three probationary (tenure-track) positions at the rank of Assistant Professor, subject to budgetary approval. These positions are effective July 1, 2004. All fields will be considered with some preference for the following specializations: microeconomic theory, macroeconomics, industrial organization, international trade, international payments, and labour. Candidates must have a PhD in Economics completed or very near completion and have excellent qualifications for research and teaching. Qualified candidates should submit a letter of application to the Chair of the Recruitment Committee, along with a curriculum vitae, selected reprints/offprints of publications and/or a sample research paper, and evidence of potential teaching ability. In addition, candidates should arrange for three letters of reference to be sent to: Diane P. Dupont, Chair, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1, Fax 905.688.6388. Applications should be received by November 26, 2003. However, applications may be considered until the positions are filled. While all qualified candidates are encouraged to apply, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Further details about the economics department at Brock University and the positions may be found at http://www.brocku.ca/economics. Academic staff at Brock are governed by a collective agreement, current details of which are found at http://www.brocku.ca/hi/unions/BUFA_2003-2006.pdf.

Tenure-Track Faculty Positions

Recognized as a leader in innovative education and academic excellence, Mount Saint Vincent University (MSVU) is primarily an undergraduate university with strong programs in arts, sciences and professional areas. The University also offers graduate programs in six areas.

MSVU seeks applications for the following positions, normally at Assistant Professor, to start July 1, 2004. Responsibilities will include classroom and distance teaching, and research and/or professional activity.

Applicants should hold, or be near completion of, a doctorate in an appropriate field. Evidence of research competency is expected. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval. All positions remain open until filled. Applications should include a statement of teaching and research interests, curriculum vitae and the names and contact information for three references.

Please send applications to the appropriate Department Chair by email, or mail to their attention, to Mount Saint Vincent University, Halifax, NS, Canada B3M 2J6 by **January 9, 2004**.

Biology (2 positions)
The Department of Biology offers programs leading to major, minor and honours undergraduate degrees, and works closely with the Department of Chemistry and Physics. Courses are offered across all sub-disciplines of biology.
Specialization: preference will be given to candidates with expertise in either Botany and Ecology or in Cell Biology and Genetics. The successful candidates will be expected to teach Introductory Biology in addition to courses in their area of specialization.
Chair, Biology: Dr Amalie Fröhlich (amalie.frohlich@msvu ca)

Business Administration (2 positions)
The Department of Business Administration and Tourism and Hospitality Management offers degrees, diplomas and certificates in business administration as well as tourism development and hospitality management. There are extensive and well-established co-operative education programs in Business and in Tourism, plus extensive distance offerings. The Department offers its programs in several international locations.
Specialization: preference will be given to candidates with expertise in human resources/industrial relations or tourism management. The ability to teach courses in introductory business and tourism, management principles and communications management would be an asset for both positions.
Chair, Business & Tourism: Prof. Ann MacGillivary (ann.macgillivary@msvu.ca)

Chemistry (1 position)
The Department of Chemistry and Physics offers major and joint honours degrees in Chemistry, plus a minor in Physics. Working closely with the Department of Biology, faculty research is in areas including biochemistry, cholinesterase enzyme kinetics, bond dissociation energies, physical organic chemistry, and trace analysis of organometallics.
Specialization: preference will be given to candidates with specialization in organic chemistry or biochemistry. Teaching responsibilities will include organic chemistry, biochemistry, and other departmental offerings. It is expected that the candidate will develop a research program and will seek external funding.
Chair, Chemistry: Dr. Katherine Darvesh (katherine.darvesh@msvu.ca)

Child and Youth Study (1 position)
The Department of Child & Youth Study offers an interdisciplinary undergraduate degree which prepares students to work with children, youth and families in a variety of settings (e.g., early childhood education, special education, early intervention, child and youth care, child life, family support), and a Masters degree in Child and Youth Study.
Specialization: preference will be given to those applicants who have expertise in the youth care field. Candidates should have a PhD in a relevant discipline (e.g., Developmental or Child Clinical Psychology, Child and Youth Care, Early Childhood Education, Education, Social Work or Family Studies) and be able to teach undergraduate and graduate courses, supervise practicum in a wide variety of settings and supervise graduate student research.
Chair, Child and Youth Study: Dr. Kim Kienapple (kim.kienapple@msvu.ca)

Economics (1 position)
The Department of Economics offers undergraduate major and minor degree programs. The Department, with the Department of Political and Canadian Studies, will contribute to a new undergraduate program in Public Policy Studies, commencing in 2004-05.
Specialization: preference will be given to candidates with expertise in public policy, but the area of specialization is open to all fields of economics.
Chair, Economics: Dr. Wendy Cornwall (wendy.cornwall@msvu.ca)

English (1 position)
The Department of English offers undergraduate major and honours degrees, with courses ranging from contemporary cultural studies to Old English, with a special concentration on women's literature; theory, including feminist and queer theory; children's literature; and rhetoric and composition.
Specialization: preference will be given to candidates with expertise in drama or in rhetoric and composition. For the drama specialist, expertise in Shakespeare will be an asset. A rhetoric and composition specialist would contribute to the Department's writing program and new Certificate in Professional Writing and Rhetoric.
Chair, English: Dr. Susan Drain (susan.drain@msvu.ca)

History (1 position)
The Department of History offers undergraduate programs leading to major, advanced major and honours degrees. Its newest program is an Integrated Major (with co-operative education placements) in partnership with the Department of Information Technology
Specialization: preference will be given to candidates with expertise in twentieth-century European social and cultural history. The successful candidate should have the ability to teach a wide range of courses at the undergraduate level and be conversant with issues of gender in history.
Chair, History: Dr. Kenneth C. Dewar (kenneth.dewar@msvu.ca)

Political and Canadian Studies (1 position)
The Department offers undergraduate programs leading to major and advanced major degrees in Political Studies, and to minor, major and advanced major degrees (all multi-disciplinary) in Canadian Studies. The Department, with the Department of Economics, will contribute to a new undergraduate program in Public Policy Studies, commencing in 2004-05.
Specialization: preference will be given to candidates with expertise in Canadian public policy The ability to teach international relations would be an asset The successful candidate will teach both introductory and advanced courses in these areas of specialization and will contribute actively to the new program in Public Policy Studies.
Chair, Political and Canadian Studies: Dr. Michael MacMillan (michael.macmillan@msvu.ca)

Public Relations (2 positions)
The Department of Public Relations offers an integrated undergraduate degree with co-operative education. Originating primarily from professional backgrounds, faculty members have a wide variety of research interests. The Department is currently exploring specialized professional electives to add scope to the curriculum, and is planning a new graduate program.
Specialization: preference will be given to candidates with expertise and experience in the practice of public relations. The Department is especially interested in applicants with versatile teaching repertoires; courses may include. foundations of public relations theory, communication theory, research methods, mass media and persuasive writing and rhetoric. Applicants should also have an interest in supervising and academically mentoring students during their integral co-op terms.
Chair, Public Relations: Prof. Brent King (brent.king@msvu.ca)

Mount Saint Vincent University is committed to the principles of employment equity. All qualified candidates are encouraged to apply however priority will be given to Canadians and permanent residents.

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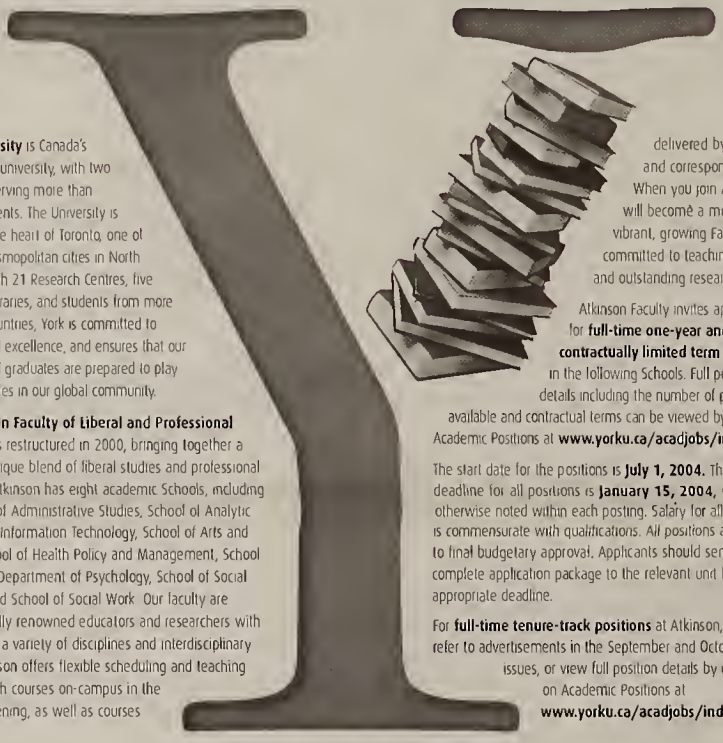
Atkinson Faculty of Liberal and Professional Studies

FULL-TIME CONTRACTUALLY LIMITED TERM POSITIONS



York University is Canada's third largest university, with two campuses serving more than 40,000 students. The University is located in the heart of Toronto, one of the most cosmopolitan cities in North America. With 21 Research Centres, five extensive libraries, and students from more than 100 countries, York is committed to diversity and excellence, and ensures that our students and graduates are prepared to play important roles in our global community.

The **Atkinson Faculty of Liberal and Professional Studies** was restructured in 2000, bringing together a dynamic, unique blend of liberal studies and professional programs. Atkinson has eight academic Schools, including the School of Administrative Studies, School of Analytic Studies and Information Technology, School of Arts and Letters, School of Health Policy and Management, School of Nursing, Department of Psychology, School of Social Sciences, and School of Social Work. Our faculty are internationally renowned educators and researchers with expertise in a variety of disciplines and interdisciplinary fields. Atkinson offers flexible scheduling and teaching formats, with courses on-campus in the day and evening, as well as courses delivered by Internet and correspondence. When you join Atkinson, you will become a member of a vibrant, growing Faculty that is committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for **full-time one-year and three-year contractually limited term positions** in the following Schools. Full position details including the number of positions available and contractual terms can be viewed by clicking on Academic Positions at **www.yorku.ca/acadjobs/index.htm**

The start date for the positions is **July 1, 2004.** The application deadline for all positions is **January 15, 2004,** unless otherwise noted within each posting. Salary for all positions is commensurate with qualifications. All positions are subject to final budgetary approval. Applicants should send a complete application package to the relevant unit by the appropriate deadline.

For **full-time tenure-track positions** at Atkinson, refer to advertisements in the September and October issues, or view full position details by clicking on Academic Positions at **www.yorku.ca/acadjobs/index.htm**

SCHOOL OF ANALYTIC STUDIES AND INFORMATION TECHNOLOGY

The School brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies (Natural Science), and Philosophy in a way that respects their individual academic disciplines. At the same time, the School utilizes an integrated analytical and critical approach to teaching across all program areas. More information on the School and its programs is available at **www.yorku.ca/SASIT/**

Economics

The School's Economics Program includes degree studies in economics and business economics. Applicants should specialize in one or more of the following areas: health economics, empirical econometrics, labour economics, business economics, and empirical micro/macro economics. Candidates should have a PhD or PhD near completion by the date of appointment, and show excellence or promise of excellence in teaching and in scholarly research and publication. The positions may involve graduate teaching and supervision, as well as undergraduate teaching and research. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching and research) and teaching evaluations should be sent to: Dr. Helmar Drost, Coordinator, Economics, School of Analytic Studies and Information Technology Fax: 416 736 5188 E-mail: hdrost@yorku.ca

Science and Technology Studies

The Science and Technology Studies Program focuses on the history, philosophy, and social studies of modern science and technology, and is responsible for teaching the Faculty's Natural Science general education courses. Expertise in Twentieth Century or Recent Science and Technology is an asset. Along with having a PhD in Science and Technology Studies, History of Science and Technology, or a related field, applicants should show excellence or promise of excellence in teaching and in scholarly research and publication related to their teaching area. **Deadline for receipt of completed applications is January 15, 2004, or until the position is filled.** A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching and research) and teaching evaluations should be sent to: Dr. E. Hamm, Coordinator, STS Program, School of Analytic Studies and Information Technology Fax: 416.736.5188. E-mail: ehamm@yorku.ca

Information Technology

Applicants should have a PhD by the time of the appointment, and show excellence or promise of excellence in teaching and scholarly research and publication related to information technology. Applicants should have research interests in one or more of the following areas: systems analysis and design, software systems, information management, networking and communications, databases, and e-commerce technologies. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Dr. Marshall Walker, Chair, School of Analytic Studies and Information Technology Fax: 416.736.5188 E-mail: walker@yorku.ca

Philosophy

Applicants require a PhD completed or in progress, and should show excellence or promise of excellence in teaching and in scholarly research and publication. The area of specialization is flexible; however, the successful candidate will be expected to teach one or more sections of the compulsory first-year Modes of Reasoning course. The opportunity to teach in the candidate's area of research expertise is also possible. Expertise in the areas of Professional Ethics and Applied Philosophy is an asset. Candidates should also have an interest in online teaching. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Dr. Jean Saindon, Coordinator, Philosophy, School of Analytic Studies and Information Technology Fax: 416.736.5188. E-mail: jsaindon@yorku.ca

CAREERS CARRIÈRES

SCHOOL OF ARTS AND LETTERS

The School offers a broad range of liberal arts programs and courses aimed at developing critical and analytical skills. The School's major programs in traditional disciplines and interdisciplinary programs include Creative Arts and Cultural Expression, English, History, Humanities, Religious Studies and Women's Studies. The School also coordinates Writing Programs, including ESL, writing courses and essay tutoring. More information on the School and its programs is available at **www.atkinson.yorku.ca/SAL/**

Humanities General Education

Applicants must have experience in interdisciplinary combinations of some of the following: history, literature, philosophy, religious studies, and studies in the creative arts. Preference will be given to candidates who have a completed PhD at the time of appointment. The successful candidate should show excellence or promise of excellence in teaching and, preferably, be engaged in scholarly research. In addition to General Humanities courses, the candidate may teach some courses offered by the School's Writing Programs (e.g., writing courses and essay tutoring). A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Dr. Madelyn Dick, Chair, School of Arts and Letters. Fax 416 736 5766. E-mail: aksal@yorku.ca

SCHOOL OF NURSING

The School of Nursing offers the first Collaborative BSCN degree in Ontario, an established Post RN, BScN, a Primary Health Care Nurse Practitioner Certificate, and a Health Informatics Certificate, and is in the process of developing a graduate program. Our rapidly expanding internationally recognized program offers an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness. The School is seeking to diversify its faculty, and welcomes applications from persons in groups designated by York University's Affirmative Action Program. More information on the School and its programs is available at **www.atkinson.yorku.ca/NURS/**

Nursing

The School invites applications in Nursing for Praxis based (theory and clinical) courses, such as Enacting Caring Through Clinical Competence, Living Client Centred Care, Community as Partner, or Integrated Practicum. Applicants must hold current registration in the College of Nurses of Ontario, and provide proof of academic credentials prior to appointment. Applicants must have expertise, practice experience and, ideally, teaching experience in one or more of acute/critical care, community/public health, gerontology, long-term care, maternal and child health. A BScN and a Master's degree (Nursing preferred), evidence of professional excellence and expertise in a clinical setting, ideally as an Advanced Practice Nurse, and evidence of the ability to develop and maintain collegial relationships are required. Knowledge of nursing theories, the human science paradigm, cooperative learning perspectives and the Bevis-Watson curriculum paradigm is also required. Prior experience using a cooperative learning pedagogical framework and the Bevis-Watson curriculum paradigm is preferred. A Nurse Practitioner designation, and experience with technology-enhanced distance learning are assets. **Deadline for receipt of completed applications is December 15, 2003, or until the positions are filled.** A letter of application with an up-to-date curriculum vitae, a statement of clinical and teaching interests, three letters of reference and teaching evaluations (if available) should be sent to: Dr. Kathleen Macdonald, Director, School of Nursing. Fax 416 736 5714. Tel 416 736.5271. E-mail: ktam@yorku.ca

DEPARTMENT OF PSYCHOLOGY

The Department invites applications in Research Methods and Statistics. The area of research specialization is flexible, but preference will be given to individuals whose area and approach complement the current strengths in the Department (**www.atkinson.yorku.ca/PSYC/**). Demonstrated ability to teach statistics and experimental design for the behavioural sciences is essential. The opportunity to teach in the candidate's area of research expertise is also possible. Candidates should have a PhD (or PhD near completion by the date of appointment), and show excellence or promise of excellence in teaching and in scholarly research and publication. The position may involve graduate teaching as well as undergraduate teaching and research, depending on the qualifications of the successful candidate. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Dr. Frances Wilkinson, Chair, Department of Psychology. Fax 416.736.5662.

SCHOOL OF SOCIAL SCIENCES

The School has four degree programs: Sociology, Social Science, Political Science, and Public Administration and Management (joint program with the School of Administrative Studies), as well as a number of areas of concentration and themes dealing with gender and families, diaspora cultures, social justice, public administration and public policy, political economy, geography, work and the workplace, and communications studies. More information on the School and its programs is available at **www.atkinson.yorku.ca/SSocial$/**

Communications Studies

Applicants should have a thorough knowledge of the general field of Communications Studies, and specialize in one or more of the following areas: communication technologies, media organizations and policy. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The candidate will be expected to teach introductory courses as well as an upper-level course on new media technology and social change in the tradition of H.A. Innis and Marshall McLuhan. The candidate will also contribute to the further development of the Communications Studies Program. Candidates should have a PhD (or a PhD completed by the date of appointment). The area of degree specialization is flexible. Experience with the use of technology in teaching and course delivery is preferred. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests and selected publications, a sample of a recent publication or writing in relevant area(s), three letters of reference, and teaching evaluations should be sent to: Hiring Committee Chair, School of Social Sciences. Fax 416.650.3876.

SCHOOL OF SOCIAL WORK

The School has close ties with diverse local communities and actively pursues community-based research. The School's mission statement articulates a commitment to social justice and human rights issues. More information on the School and its programs is available at **www.atkinson.yorku.ca/SOWK/**

Social Work

Candidates should show excellence or promise of excellence in teaching. Evidence of scholarly research and publication is an asset. Depending on the qualifications of the successful candidate, the position may involve graduate teaching and supervision, as well as undergraduate teaching and research. A PhD and graduate Social Work degree are required; preference will be given to a PhD in Social Work. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Dr. Karen Swift, Director, School of Social Work. Fax 416 650 3867. E-mail: kswift@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3

www.atkinson.yorku.ca

YORK UNIVERSITÉ UNIVERSITY

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CAREERS CARRIÈRES

Director of YUELI

Nationally and internationally respected for its innovative research and teaching, York University is Canada's third largest university with over 47,000 full- and part-time students.

The University seeks a Director for its English Language Institute (YUELI), a revenue-generating unit that provides non-credit English as a Second Language (ESL) courses designed to improve language skills for university entrance and professional advancement. The Director reports directly to the Vice President Academic, leads a team of approximately 60 employees, and is charged with ensuring that YUELI becomes the English Language Institute with the highest reputation in Canada for quality programming and for efficient and effective management.

The Director is responsible for long-term planning, program development, quality assurance, sound fiscal and academic management, effective communications, and maintaining a collaborative work environment in which all staff feel inspired, supported and fairly treated.

The ideal candidate will possess a doctoral degree in Applied Language Studies, Education or a related area, a working knowledge of Teaching English to Speakers of Other Languages (TESOL), a minimum of five years of successful responsibility for a revenue-generating unit or service sector business, thorough knowledge of the Canadian post-secondary educational environment, the ability to think beyond the obvious, and highly developed interpersonal and intercultural skills. Experience abroad and with innovative use of technology in language teaching would be assets.

York University is committed to employment equity and has implemented a policy of Affirmative Action. In accordance with Human Resource Development Canada policy, Canadians and permanent residents will be given priority.

Consideration of candidates will begin in mid-November, for an appointment beginning as soon as possible after January 1, 2004. Please direct nominations and applications, in confidence, to the address below:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300, Toronto, Ontario M5R 2J9
Fax: 416-923-8311 E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

YORK UNIVERSITE UNIVERSITY
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Simon Fraser University
Tenure-Track Positions
School of Interactive Arts and Technology (SIAT)

Simon Fraser University's School of Interactive Arts and Technology (SIAT) invites applications for seven senior tenure track faculty appointments (associate or full professor), to commence September 1, 2004. Appointees will be qualified in one or more of the three core areas of teaching and research:

- **Performance and Media Arts**
- **Interaction Design**
- **Arts and Design Technology**

In addition, applications are invited for one senior position in **Culture and Technology**.

SIAT is Simon Fraser University's newest school in the Faculty of Applied Sciences (www.fas.sfu.ca) and is located at the Surrey, BC, campus. The central goal of SIAT's academic mission is to critically explore, understand, design and evaluate new media technologies to benefit society and advance knowledge. SIAT's interdisciplinary culture, is founded upon the fine and performing arts and social and applied sciences, and is dedicated to innovation in learning, teaching, and research. Since its founding four years ago as the Technical University of BC, SIAT has been a high energy, high involvement scholarly environment that has launched significant research, graduated its first undergraduate cohort, and is establishing a highly distinctive graduate program.

A hallmark of the program is its emphasis on interdisciplinarity, individual mentoring, teamwork and technologically enhanced learning at both undergraduate and graduate levels. Candidates should be familiar with and interested in basic developments of digital media, their widest applications in society, and adept at linking their scholarly specialty to questions arising from these. Ideal candidates will have a strong record of interdisciplinary teaching and collaborative program development along with a demonstrated commitment to the role of technology in support of the teaching and learning processes. They will also have a demonstrated ability to theoretically ground their research and practice and to attract external research support.

Appointments will be made at advanced rank, congruent with the applicant's experience and record. Details on the areas of specialization can be found at www.surrey.sfu.ca/employment . Applicants are encouraged to peruse the general SIAT/Surrey website, www.surrey.sfu.ca to better understand the character of the program and their possible contributions within it.

Applications should clearly identify the position sought and include: a detailed CV, a statement of research and teaching interests, and a short sample of published work (or a work prepared for publication). Three referees familiar with your current academic work teaching, research and service should be named with contact information. Applications must be received by **December 15, 2003**, and addressed to:

Professor Tom Calvert, Acting Director
School of Interactive Arts & Technology
Simon Fraser University
2400 Central City, 10153 King George Highway
Surrey, BC, Canada V3T 2W1
Email: tom@sfu.ca
Fax: 604-268-7478

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All appointments are subject to budgetary authorization.

■ **THE UNIVERSITY OF WINDSOR** — The Department of Economics invites applications for a tenure-track position in the areas of macroeconomics, international finance and applied econometrics, at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Ralph Kolinski, Head, Department of Economics, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2368, Fax: 519.973.7096, Email: kolinski@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or recruit@uwindsor.ca.

EDUCATION

■ **LAURENTIAN UNIVERSITY** — In April, 2003, the Ontario College of Teachers accredited a new English-language four or five year Concurrent Bachelor of Education programme at Laurentian University in Sudbury, Ontario. The programme will be phased in over four years, starting in September, 2003. This innovative, inquiry-based teacher education programme will foster the development of a new generation of committed and competent educators, who will behave in such a way as to bring honour and dignity to the profession, regard as their first duty the effective education of their pupils and strive for a high level of professional competence in their teaching. One of the founding tenets of this programme is a commitment to the training of teachers who will work with aboriginal students. Accordingly, approximately one-third of the faculty will consist of individuals with related expertise. Applications are invited for the following two tenure-track positions to begin July 1, 2004, subject to budgetary approval. Education and Schooling: This position requires an experienced educator with a minimum of a Master's degree, an academic degree in Social Sciences and successful experience as a classroom teacher. A sound knowledge of educational law is essential. A PhD or Ed.D. in a related social science field with research interests relevant to course topics is desirable. Experience working with adult learners, or with teacher candidates in a B. Ed. programme will also be considered attributes for this position. Membership or eligibility for membership, in the Ontario College of Teachers is an asset. Educational Psychology and Special Education: The successful applicant will be an experienced educator with a minimum of a Master's Degree, an academic background in Education Psychology and successful experience as a special education teacher or consultant. A PhD or Ed. D in educational psychology and/or special education with successful related classroom experience and research interests in relevant topics is desirable. Experience working with adult learners, and/or with teacher candidates in a B. Ed. programme will also be considered attributes for this position. Membership or eligibility for membership, in the Ontario College of Teachers is an asset. The English Language Concurrent B. Ed. Programme is also looking for a Practicum Co-ordinator to begin in July 1, 2004, subject to budgetary approval. This person will be responsible for setting up volunteer and teaching work placements in schools for the B. Ed. Candidates. A minimum of a Bachelor's degree and a Bachelor of Education is required for this position. Knowledge of the various school boards in the province and a willingness to travel as the programme is being set up are essential. Strong interpersonal skills are a necessary attribute. Passive bilingualism is a requirement since Laurentian University is a bilingual institution. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until suitable candidates are appointed. The English Language Concurrent B.Ed. programme plans to hire a further 3.0 faculty positions to begin July 1, 2005, and 4.0 faculty positions for July 1, 2006, again, subject to budgetary approval. For further information and to submit curriculum vitae, for these, or the anticipated positions, please contact: Patricia Falter, Ed. D., Consulting Director, School of Education, Parker Bldg, Laurentian University, Ramsey Lake Road, Sudbury, ON, P3E 2C6.

■ **SIMON FRASER UNIVERSITY** — The Faculty of Education seeks applications for a tenure track position in educational psychology. The appointment will be at the rank of Assistant or Associate Professor and will begin September 1, 2004. Building on a broad base of scholarship in this field, the candidate's research should focus on self-regulated learning, learning strategies, and computer-supported learning systems. Vital assets include a doctoral degree, a strong record of scholarly publications, strong evidence of potential to pursue independent and collaborative research, and direct alliance with a program of research led by Dr. Philip H. Winne, Canada Research Chair in self-regulated learning and learning technologies. A brief description of the research program can be downloaded from hyperlink http://www.educ.sfu.ca/home/faculty_postings1.html. Interested candidates should consult http://www.educ.sfu.ca/home/faculty_positions.htm for more detailed information on the position. Applicants should forward a letter of application describing: their teaching experiences, their scholarly interests and achievements, their potential contributions to the Faculty, and how past and planned research allies to Dr. Winne's program of research; a current curriculum vitae; the names and contact information for at least three referees; and one scholarly paper to: The Office of Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The competition closes December 15, 2003. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University (http://www.sfu.ca) is located in Greater Vancouver on the west coast of British Columbia, Canada. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval.

■ **SIMON FRASER UNIVERSITY** — The Faculty of Education seeks applications for six tenure track Assistant Professor positions to begin September 1, 2004. Located in the Greater Vancouver area, the Faculty offers classes on three urban campuses (in Burnaby, Surrey, and downtown Vancouver) and works with communities and school districts throughout BC and farther afield. The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative community-based programs in teacher education and professional development. Candidates are sought who are able to contribute in both these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Candidates must possess a doctoral degree and present a strong record of scholarly activity. Applicants should have post-secondary expertise working with preservice and inservice teachers and other professionals, and be prepared to design and teach undergraduate and graduate courses in their specialty. Experience in public school teaching or firsthand knowledge about the public school setting is a significant asset for all positions. Experience in innovative course/program/instructional technology design at the post-secondary level is also a desired qualification. SFU is a university that serves students of diverse ethnic, cultural, linguistic and national origins and therefore, interest and/or experience in working in multicultural/international settings, with students of diverse backgrounds, is a desired attribute of applicants. Experience in working with Aboriginal learners and teachers is especially welcome. The positions are: 1. Early Childhood Education and Development/Exceptionality: candidates must possess a doctoral degree in early childhood education (ECE) and or Development or a related field, and be research in this area. A focus in an area of exceptionality (e.g. autism spectrum disorders, fetal alcohol spectrum disorders, genetic disorders) is a significant asset. 2. Mathematics Education: candidates must have a strong background in mathematics and present a strong record of scholarly activity in mathematics education. A successful candidate will have teaching and graduate supervision assignments for both elementary and secondary mathematics education. Preferred candidates will establish and maintain professional contact with local school districts. 3. English as a Second Language: candidates will have a completed doctorate in ESL, Bilingual Education, Applied Linguistics, Linguistics or a related field, and do research in these areas. Candidates will have experience working with children or youth who are second language learners and/or diverse multicultural backgrounds. 4. Educational/Curriculum Leadership: candidates will have a completed doctorate in Educational Leadership (or a closely related field) and interests in some of the following: curriculum leadership, administrative studies in educational contexts, educational organizational theory. Expertise in quantitative and qualitative methodologies and ability to teach in those areas, as well as experience as an educational leader in public or post-secondary education institutions are desirable assets. 5. English Language Arts: candidates will have a doctorate in English Language Arts Education or a closely related field. Preferred candidates will have an interest in Language Arts Instruction at the elementary level. 6. French Education: candidates will have a completed doctorate in French Education, Bilingual Education, Applied Linguistics, or a related field, and do research in these areas. Candidates will have experience working with children or youth who are second language learners and of diverse multicultural backgrounds. Application Procedures: Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements; their potential contributions to the Faculty; a current curriculum vitae; the names and contact information for three referees and one scholarly paper to: Office of the Associate Dean, Chair, Appointments Committee, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Canada. Interested candidate should consult http://www.educ.sfu.ca/ for information on the Faculty of Education. The competition will close when suitable candidates are identified. For full consideration, applications should be received before December 15, 2003. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary approval.

■ **THE UNIVERSITY OF VICTORIA** — The Department of Curriculum & Instruction invites applications for a tenure track position at the Assistant Professor level in the area of Educational Technology. Education Technology is an area of growth for the faculty and university. The position requires a team player prepared to develop and teach new courses and work across the disciplines at the undergraduate and graduate levels. The University of Victoria is proud of its research culture and there is, therefore, an expectation that all faculty members can make a strong contribution to research and scholarship. Responsibilities will include: Teaching computer technology courses at the undergraduate and graduate levels; development and maintenance of a program of research; supervision of graduate students; committee participation and community service; providing leadership for e-learning initiatives. Qualifications & Experience: A PhD, Ed.D. or near completion in educational technology or related field, an active research agenda; excellent interpersonal and leadership skills; strong background in computer based learning (online and web-based); a second discipline area (e.g. Social Studies, Math, Curriculum Studies); successful teaching at the elementary or secondary level; successful university teaching would be an asset. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. We are planning on appointment for July 2004. Applications should include curriculum vitae and the names of three referees. Deadline for receipt of applications is January 15, 2004 to: Dr. Deborah Begoray, Chair, Department of Curriculum and Instruction, Faculty of Education, P.O. Box 3010, Victoria BC V8W 3N4, Fax. 250-472-4616, http://www.educ.uvic.ca, richard@uvic.ca.

■ **THE UNIVERSITY OF MANITOBA** — The Department of Educational Administration, Foundations and Psychology, invites applications for a full-time tenure track position at the level of Assistant Professor in the area of Adult Education effective July 1st, 2004 or as soon thereafter as possible. Applicants must have, or be near completion of, an earned doctorate degree related to Adult Education and provide evidence of the ability and potential to initiate and sustain an ongoing, high quality research program in Adult Education. The capacity to teach effectively at both undergraduate and graduate levels will be an important consideration. Applicants should have expertise in one or more of the following areas: adult development; the history and philosophy of adult education; adult basic education, and technologically mediated learning. The Department has graduate programs in Adult Education, Educational Administration, Guidance and Counselling, Inclusive Special Education, Post-Secondary Education, and the Social Foundations of Education, and particular interests in, and a commitment to, issues involving working in diverse communities and with diverse student bodies. The ability to contribute to one of these other program areas, particularly Post-Secondary Education would be an asset. The successful candidate will be expected to teach at both the undergraduate and graduate levels; carry on an active research program; supervise graduate students, participate in the Faculty's service activities, and provide leadership in program development in Adult Education. The University of Manitoba encourages application from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information concerning the department, university or the city can be obtained by visiting the following websites: www.umanitoba.ca and www.city.winnipeg.mb.ca/city. Letters of application, complete with curriculum vitae, transcripts, a brief description of research interests, and the names of three referees should be forwarded to: Dr. Jon Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Telephone (204)-474-9018; Fax: (204)-474-7564; Email: youngj@ms.umanitoba.ca. The closing date for applications is January 9th, 2004. The position is subject to final budgetary approval. Application materials, including letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Educational Administration, Foundations and Psychology invites applications for a full-time tenure track position in the area of Guidance and Counselling. The position is at the Assistant Professor level, effective July 1st, 2004 or as soon thereafter as possible. Applicants must have, or be near to the completion of, an earned doctorate degree and provide evidence of the ability and potential to initiate and sustain an ongoing, high quality, research program. The capacity to teach effectively at both undergraduate and graduate levels will be an important consideration. Experience in school-based counselling will be an asset, as will be a background in one or more of the following areas: learning, group work, assessment, communication, career development theory, diversity and cross-cultural issues. Responsibilities include: 1) teaching courses in guidance and counselling at the undergraduate and graduate levels; 2) fieldwork with teachers and counsellors; 3) carrying out an active research program; 4) supervising graduate students; and, 5) participating in University and Faculty service activities. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons

CAREERS CARRIÈRES

with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information concerning the department, university or the city can be obtained by visiting the following websites: www.umanitoba.ca and www.city.winnipeg.mb.ca/city. Letters of application, complete with curriculum vitae, transcripts and the names of three referees should be forwarded to Dr. Jon Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Telephone (204)474-9018, Fax: (204)-474-7564; Email: younge@ms.umanitoba.ca. The closing date for applications is January 9th, 2004. The position is subject to final budgetary approval. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

ENGINEERING

■ **McMASTER UNIVERSITY** — The Department of Mechanical Engineering is inviting applications for the Bralley / Orlick Chair in Advanced Manufacturing Engineering. The research focus of this Chair is advanced casting processes. The Chair is expected to perform basic and developmental research relevant to the metal casting industry including light metals and semi solid processing. He/she is expected to develop a strong, externally funded research program, and play a leadership role in McMaster Manufacturing Research Institute (MMRI), the largest manufacturing research institute in Canada specializing in machining metal forming and polymer processing. This is a senior position at the Full Professor level, however applicants at the Associate Professor level will also be considered. The Chair should have a PhD in mechanical Engineering or a related discipline and be eligible for registration as a Professional Engineer in Ontario. He/she is expected to have a strong interest in teaching at both the undergraduate and graduate levels, to supervise graduate students, to develop strong collaborations with other relevant research institutes/centres at McMaster University and with national and international institutions, including Canadian Federal Laboratories such as CANMET. Send application letter, resume and the names and addresses of at least three references to: Professor S. Ziada, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Applications or nominations are invited for an NSERC Associate Industrial Research Chair in Sensor-based Information Systems, to be established in the Faculty of Engineering and Applied Science, Memorial University of Newfoundland, in partnership with the Natural Sciences and Engineering Research Council of Canada (NSERC) and INSTRUMAR Limited. The Chair will bring together and play a lead role in a multi-disciplinary team of researchers focused on research related to the development of integrated systems for the real-time detection and analysis of electrical properties of synthetic materials and the presentation of these results in a meaningful manner. Industrial applications for this work are in polymer fiber production, pulp and paper, plastics and films and fiber optics. Access to existing expertise, technology and equipment will be available through the facilities of INSTRUMAR in St. John's. The position will be filled by a researcher with a demonstrated exceptional potential for research in an area of electronics relevant to the Chair research program. Possible areas of expertise include microelectronics, instrumentation, real-time systems and embedded systems. Industrial or research experience in a related area is desirable. Candidates shall have an earned PhD degree in Electrical Engineering, Computer Engineering or a cognate area. The appointment will be at the Assistant or Associate Professor level either with tenure or on tenure-track. In addition to the research program, the Chair will participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, developing undergraduate laboratories, supervising graduate students, and other educational, scholarly and professional activities. The successful candidate may be expected to work collaboratively with other professors in course and program development employing new educational technologies. The successful candidate should be eligible to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs as well as on-going collaboration with local, national and international industry. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please view the website at http://www.mun.ca. INSTRUMAR Limited is an integrated supplier of real-time information systems. The company provides end-to-end solutions supplying both the intelligent sensor technologies and the services required to integrate these technologies to effectively utilize the real-time data. Using its patented technology, INSTRUMAR has introduced innovative solutions to obtaining real-time data in both the polymer fiber industry and the aerospace industries. Located in St. John's, Newfoundland, INSTRUMAR currently employs 57 people, with 32 employees concentrated in research and product development. For further information about INSTRUMAR, please view the company's website at http://www.instrumar.com. The establishment of the Chair is contingent on approval of complementary financial assistance from the Natural Sciences and Engineering Research Council of Canada. The successful candidate will be expected to provide leadership in the development of the application for the NSERC chair. The Chair appointment is for an initial five-year period with possibility for renewal for a second five-year period. Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax # (709) 737-8975, Reference: IRC-02-01. The search committee will begin to review applications on December 19, 2003 and will continue to do so until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **CARLETON UNIVERSITY** — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering at Carleton University to commence January 1, 2004. This position is subject to budgetary approval. Applicants must have a PhD in Engineering Management, Business, Electrical Engineering, Computer Engineering, or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates must be able to teach graduate courses in the Master of Engineering in Telecommunications Technology Management program and undergraduate courses offered by the department. Candidates must have demonstrated capability in research in the field of engineering management (time to market, management of design organizations, technical entrepreneurship, marketing of technology-based products, e-business, and project management). Research in any one or more of the following areas is also of interest: communications networks and systems; network protocols; network computing; real time systems, embedded systems, and software/hardware interfaces; multimedia communication systems and signal processing. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. The objective of the Master of Engineering in Telecommunications Technology Management program is to train engineers and computer scientists to become competent and efficient managers of the engineering processes that deliver innovative telecommunications systems, products, and services. The emphasis is on design, development, and technical support, areas for which engineers are normally responsible and where their technical expertise and practical knowledge are critical. Information on the Master of Engineering in Telecommunications Technology Management program can be found at http://www.sce.carleton.ca/deptj gs/. Applications, with a curriculum vita and the names of three referees should be sent to: Dr. R.A. Goubran, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada, Email: chair@sce.carleton.ca, Telephone: (613) 520-5742 ; Fax: (613) 520-5727. Applications will be accepted until position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **THE UNIVERSITY OF MANITOBA** — The Department of Electrical and Computer Engineering invites applications for a full-time tenure-track faculty position at the rank of Assistant Professor in the area of Computing Systems Engineering, with emphasis on embedded systems. Salary is commensurate with qualifications and experience. Candidates should have a PhD in Computer Engineering, or a related discipline, and be eligible for registration in the Association of Professional Engineers and Geoscientists of Manitoba. The candidates should show evidence of superior teaching skills and a strong commitment to research. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and undergraduate design and thesis projects, and develop an active, externally funded research program. The Department is responsible for two accredited undergraduate programs in Computer Engineering and Electrical Engineering, with over 200 students in each program. The Department is also very active in graduate teaching and research with 50 PhD candidates and over 120 students pursuing the M.Sc. degree. The Department comprises 26 academic staff, 16 support staff and over 30 post-doctoral fellows, visiting scholars and Adjunct Professors. Additional information on the Department can be found at our website www.ee.umanitoba.ca. Applications, including detailed curriculum vitae and the names and addresses of three referees, should be sent to the Department Head, Electrical and Computer Engineering, 504 Engineering Bldg, The University of Manitoba, 15 Gillson Street, Winnipeg, Manitoba, R3T 5V6 Canada or e-mail applications (in pdf format) to search.0924@ee.umanitoba.ca. Please refer to position #AKA 0924 in all correspondence. Applications will be accepted until the position is filled. Review of the applications will begin after December 1, 2003. The expected start date for this position is July 1, 2004. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Application materials and letters of reference will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Civil Engineering invites applications for a tenure-track, Assistant Professor position in structural engineering with a starting date of 1 July 2004 or as soon as possible thereafter. The successful candidate: 1) must hold a PhD degree in a relevant area of structural engineering (preference will be given to candidates with a first degree in Civil Engineering), 2) be eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba; 3) will be expected to teach at the undergraduate and graduate levels, supervise graduate students, and develop a strong externally funded research program; and 4) must possess excellent communication and leadership skills, and be committed to working in a team environment. The successful candidate shall have experience in civil engineering materials, structural monitoring, and innovative structures. The Department (www.umanitoba.ca/civil) has twenty faculty members, fourteen support staff, and approximately one-hundred and seventy-five undergraduate students. Over $2.3 million is attracted annually in research funding and eighty students are enrolled in post-graduate studies. The new W.R. McQuade Structural Engineering Laboratory provides in excess of 5600 sq.ft. of floor area and state-of-the-art materials testing equipment for conducting full-scale experimental research. The Department hosts the administrative headquarters for ISIS Canada, a Network Centre of Excellence in Intelligent Sensing for Innovative Structures (www.isiscanada.com). The University of Manitoba is the oldest university in Western Canada. Winnipeg (www.city.winnipeg.mb.ca) is a mature city known for its high standard of living, affordable housing, rich cultural scene, fine dining, professional sports, and proximity to outstanding wilderness areas that offer out door activities in all seasons. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants should forward a detailed curriculum vitae, a statement describing teaching and research interests, and names and addresses (fax/email included) of three referees to Dr. J. Doering, P.Eng., Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email: Jay_Doering@UManitoba.ca). Applications should be received by 1 December 2003, but will continue to be accepted after this date until the position is filled. Please refer to position AKB409 in all correspondence. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of $103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program.

TENURE-TRACK POSITIONS at the ranks of Associate or Assistant Professors. Deadlines and qualifications vary - please see websites.

FACULTY OF ARTS
In the Economics Department, International Languages Department (Spanish), Political Science Department and Psychology Department - **www.uregina.ca/hr/recruitment.html**

FACULTY OF EDUCATION
In the areas of Early Childhood Education, Physical Education, Social Studies Education and Music Education – **http://education.uregina.ca/employment**

FACULTY OF ENGINEERING
In the areas of Environmental (Infrastructure Systems Engineering), Industrial Systems Engineering (two positions), and Software Systems Engineering – **www.uregina.ca/hr/recruitment.html**

FACULTY OF FINE ARTS
Interdisciplinary Faculty Position – **www.uregina.ca/hr/recruitment.html**

FACULTY OF SCIENCE
In the Computer Science Department – **http://www.cs.uregina.ca/ad2003.html.**
In the Mathematics and Statistics Department - **www.math.uregina.ca**
In the Physics Department – **http://www.phys.uregina.ca/**
Tier II Canada Research Chair – **www.uregina.ca/science/** and **www.chairs.gc.ca**

FACULTY OF SOCIAL WORK
Two Assistant Professor positions - **www.uregina.ca/hr/recruitment.html**

TERM POSITION to commence July 1, 2004 at the rank of Assistant Professor.

FACULTY OF ARTS
Department of International Languages (Spanish) - **www.uregina.ca/hr/recruitment.html**

For more details on the University of Regina please visit **www.uregina.ca**

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

Vice-President: Academic
Wilfrid Laurier University

Wilfrid Laurier University — recognized internationally for academic excellence, innovation, and the capacity to educate exceptionally well-qualified students who are effective thinkers, leaders and agents of change — is seeking applications and nominations for the key role of Vice-President: Academic. This individual will provide the leadership necessary to build upon the university's commitment to academic excellence, while guiding the organization through an exciting period of opportunity, change and renewal. The incumbent will have a significant role in future university-wide strategic planning.

Laurier currently provides a unique educational experience for nearly 12,000 undergraduate and graduate students, including opportunities to pursue research and scholarly interests in a personalized environment that fosters a high standard of academic excellence. The main campus is located in Waterloo, Ontario, and a successful satellite campus -- opened in September 1999 -- is approximately 60 kilometres away in Brantford. Laurier is organized into six Faculties: Arts, Business and Economics, Music, Science, Social Work and Graduate Studies. The Faculty of Graduate Studies offers programming at the masters and doctoral levels. The three nationally recognized professional programs in Music, Social Work and Business and Economics exist side by side with programs in Arts and Science. The university has approximately 420 full-time faculty, several hundred part-time faculty, 700 full-time staff and an operating budget of 100 million dollars.

Reporting to the President, the Vice-President: Academic is responsible for the university's academic programs and planning, for registrarial, information technology and academic services, and for the library. Candidates must have a demonstrated capacity for outstanding academic leadership, exceptional interpersonal and communication skills, and significant administrative experience. The successful candidate will have the academic status appropriate for a Vice- President: Academic, and the ability to work with Deans, faculty, staff and students in a collegial and collaborative manner.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

Applications and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, ON L8P 1H1 or to resumes@landmarkconsulting.org. For further information on Wilfrid Laurier University, please visit the website www.wlu.ca.

LANDMARK CONSULTING GROUP INC.

CAREERS CARRIÈRES

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant Professor in the Department of Electrical and Computer Engineering, Software Engineering Program, effective July 1, 2004 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration will be given to an appointment at Associate Professor or Professor rank with tenure. The Department of Electrical and Computer Engineering has 27 faculty, 9 staff members, and 140 graduate students enrolled in the MESc and PhD programs. There are three undergraduate programs associated with Electrical and Computer Engineering (ECE): Electrical Engineering, Computer Engineering and Software Engineering, with a total of 533 students enrolled. It is one of the four Departments in the Faculty of Engineering (http://www.engga.uwo.ca), which has over 85 faculty and 50 staff members, and a total student body which exceeds 1500 undergraduates and 350 graduate students. Situated in picturesque London, Ontario, a city with a population of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (http://communications.uwo.ca/western/about.html). Embracing this mission, Western Engineering is presently undergoing a rapid expansion (see Research Plan at: http://www.engga.uwo.ca/compendium) and exciting new opportunities are developing, including the addition of the new Thompson Engineering Building (http://www.engga.uwo.ca/alc/Default.htm), which will house the Electrical and Computer Engineering faculty offices and many state-of-the-art laboratories associated with this Department and Program. The Software Engineering Program has recently received a four year accreditation by the Canadian Engineering Accreditation Board. We seek energetic and dynamic candidates who will be able to positively contribute to this program. The successful candidate will have a PhD in Software Engineering or a related discipline and will have a demonstrated outstanding record of research and publication in their area of specialization. The successful candidate will be expected to maintain an ongoing vigorous research program. The primary need of the Department is in the area of computer networking. However, a candidate will also be considered whose research interests complement the existing areas of research strength which include: information engineering, software architecture and design, testing, reliability and maintenance, human-computer interaction, computer networking, and embedded systems. As well, the candidate will have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate students. This position will require active collaboration with colleagues, including the expectation for the development of effective teaching and research partnerships with faculty in the Department of Computer Science in the Faculty of Science. Candidates will be expected to participate in the normal administrative activities of the Department, Faculty and University. Commitment to or eligibility for registration as a Professional Engineer in Ontario is required for this appointment. Those interested in applying for this position should forward a curriculum vitae and the names and addresses of three referees to: Dr. T.S. Sidhu, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: sidhu@eng.uwo.ca. Consideration of applications will commence on November 1, 2003, and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three referees. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three referees. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Structural Engineering at the assistant professor level commencing July 2004. An appointment at a higher rank will also be considered depending on the qualifications and experience of the successful candidate. Candidates should have a doctoral degree in Civil Engineering specializing in Structural Engineering or a related field, and have a demonstrated commitment to teaching and research in the university. Applicants from all areas related to Structural Engineering will be considered. Areas of interest include, but are not limited to, structural concrete, risk and reliability, structural rehabilitation, new construction materials and systems, and structural health monitoring. The successful candidate is expected to develop a significant independent research program, supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Structural Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 3000 undergraduate and 1000 graduate students, of which over 500 undergraduate and 350 graduate students are in the Department of Civil and Environmental Engineering. The Department of Civil and Environmental Engineering offers B.Sc., M.Eng., M.Sc., and PhD programs. The Structural Engineering program has more than 60 graduate students and seven full-time faculty members. The program houses a fully endowed CW Carry Chair in Steel Structures. The Structural Engineering program enjoys an international reputation and excellent financial support from government and industry. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 850,000 people, and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff, readily accessible from Edmonton by modern express highways, provide some of the finest skiing, kayaking, cycling, camping, backpacking, and fishing in the world. Applicants should send a curriculum vitae including employment history, citizenship status, a statement concerning research and teaching interests, names and contact information for at least three referees, and samples of refereed publications to: Dr. J.J. Roger Cheng, P.Eng. Chair & CW Carry Professor of Steel Structures, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7, Fax. (780) 492-0249; email: jcheng@civil.ualberta.ca Application deadline: The Selection Committee will begin to review applications on January 15, 2004, but the search will remain open until a suitable candidate has been appointed. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electri-

McGill

Tenure-Track Position in Music Theory

As part of its ongoing commitment to music leadership in Quebec and Canada, the Faculty of Music of McGill University announces a new tenure-track position in Music Theory

The Department of Theory invites applications for a tenure-track position in Music Theory at the rank of Assistant Professor, beginning in the academic year 2004–2005. Applicants should hold (or be close to completing) a PhD in Music Theory and should show strong evidence of research productivity and potential. Applicants should be able to teach a broad range of undergraduate and graduate theory courses, including graduate supervision. We are open to all areas of research specialization but are especially interested in applicants who work in: theory and analysis of tonal music (with some background in Schenkerian approaches); jazz and popular music; music perception and cognition.

Applicants should submit a curriculum vitae and statement of research and teaching interests, and should arrange to have three letters of reference sent to:

Professor Brian Cherney
Chair, Department of Theory
Faculty of Music
McGill University
555 Sherbrooke St. West
Montreal, QC, H3A 1E3

Inquiries welcome. (514) 398-4540, (514) 398-1540 fax brian.cherney@mcgill.ca
Review of applications will begin **January 15, 2004**

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

www.mcgill.ca

DEPARTMENT CHAIR - Electrical and Computer Engineering
UNIVERSITY OF VICTORIA

As Department Chair you will have an exceptional opportunity to provide leadership. The appointment will be effective on or after July 1, 2004 and normally will be for a five-year term. Candidates should have a Ph.D. in Electrical or Computer Engineering or a related field and have the qualifications and standing to be appointed as a tenured Associate Professor or tenured Professor.

The candidate will usually have a strong record of teaching and research at a university. Candidates from industry with a strong research record and other suitable experience may be considered. Candidates should be registered as a Professional Engineer or be eligible for such registration. Administrative experience will be a strong asset. The successful candidate will have demonstrated, or have the potential for, strong academic leadership and innovation.

The Department currently has 23 faculty members and 100 graduate students and is in the midst of significant growth. It offers B.Eng., M.Eng., M.A.Sc. and Ph.D. programs. The undergraduate program is 100% co-op. A Bachelor of Software Engineering program, jointly offered with the Department of Computer Science, is scheduled to admit the first students in September 2003. The Department is very strong in research, and includes a large number of research personnel and visiting researchers. Information on the Department can be found at http: www.ece.uvic.ca.

The University of Victoria is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round.

The closing date for applications is December 1, 2003. Please send applications, including curriculum vitae and the names of at least six references, to:

Dean Michael Miller
Faculty of Engineering
University of Victoria
P.O. Box 3055, Victoria, BC
Canada. V8W 3P6
E-mail. ece-chair-search@engr.uvic.ca

University of Victoria — challenge minds change worlds

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university.

Retiring?
CAUT wants you ...

The Canadian Association of University Teachers (CAUT) is the national voice for academic staff. Representing 30,000 teachers, librarians, researchers and other academic professionals, CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of public post-secondary education in Canada. From lobbying governments to providing collective bargaining and legal support, CAUT actively advances the social and economic interests of its members. CAUT offers conferences, courses and workshops on a range of issues, investigates threats to academic freedom, undertakes extensive research and works in national and international coalitions dedicated to the welfare of academic staff and students.

If you are retiring and are no longer eligible to remain a member of CAUT through your local faculty association, you may wish to join CAUT as an individual retired associate member. Associate membership keeps you connected with colleagues across the country and provides you with an opportunity to participate in CAUT's various activities, including service on standing committees.

Benefits include:
- Subscription to the CAUT Bulletin
- Ability to hold office and serve on CAUT committees
- Eligibility for CAUT group insurance programs
- Discount rates on rental vehicles
- Access to CAUT financial affinity programs

To obtain retired associate member status in CAUT, simply fill out the form below and mail with your cheque to: CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

One year for only $25

RETIRED ASSOCIATE MEMBERSHIP

Name:

Address:

Institution:

Year of Retirement:

CAUT

CAREERS CARRIÈRES

cal and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Mechanical Engineering invites applications for several tenure-track faculty positions in Mechatronics at the Assistant, Associate or Full Professor level. The starting date will be July 2004, or as soon as possible thereafter. The Department plans to introduce a new program in Mechatronics. This will have an annual intake of approximately forty students and is funded by the Government of British Columbia under its 'Doubling The Opportunity' (DTO) initiative. The Department has an excellent reputation among the undergraduate students and entry into Mechanical Engineering is highly competitive. The successful candidates will hold a PhD degree or equivalent in Mechatronics or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in one or more of the following areas: mechatronic design, instrumentation including sensors, actuators and control hardware, digital electronics, embedded systems and computer architecture, micro-electromechanical systems, signal processing for mechanical/biomedical engineering, precision and optical engineering and soft computing. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1 - 2 pages) of research and teaching interests, and names and addresses (fax/email included) of five referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is January 30, 2004. Please do not forward applications by e-mail.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Mechanical Engineering invites applications for a tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. The starting date will be July 2004, or as soon as possible thereafter. The successful candidate will hold a PhD degree or equivalent in Mechanical Engineering or a closely related field and will be expected to register as a Professional Engineer in British Columbia. Candidates with a strong research record in Dynamics and Vibrations and a strong commitment to teaching excellence are encouraged to apply. Industrial experience in related areas is an asset. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1- 2 pages) of research and teaching interests, and names and addresses (fax/email included) of five referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is January 30, 2004. Please do not forward applications by e-mail.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position, in connection with its new Center for Intelligent Mechatronics and Materials Systems (IMEMS), at the rank of Assistant or Associate Professor. The successful applicant will be expected to take part in IMEMS activities, and to develop a strong and independent research program in areas of interest to the Center, in particular in Smart Materials and/or MEMS. The successful candidate will also be expected to teach courses in the coop undergraduate program, and to make a major contribution to the graduate program in Mechatronics Engineering, including development of new graduate courses and supervision of graduate students. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering. This thrust includes the establishment of an undergraduate degree program in Mechatronics Engineering, and the establishment of a Tier 1 Canada Research Chair position in IMEMS. Applicants must hold a PhD in mechanical, electrical, computer or a related engineering discipline, and have relevant experience, potential or proven ability for excellence in research and teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechatronics Engineering. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to final budgetary approval.

■ **THE UNIVERSITY OF WATERLOO** — An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professional levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of microjoining. This position is part of an initiative to establish a Canada Research Chair Program in Microjoining. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have access to outstanding facilities in materials joining and welding (especially microjoining and microwelding). Research experience in materials joining, surface engineering, or closely related areas is required. Strength in microelectronics, MEMS and optoelectronics packaging, as well as microfabrication and/or nanofabrication would be an asset. Applicants must hold a PhD in Materials Science and Engineering, or a closely related field, and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** — The Faculty of Engineering is seeking an outstanding candidate to nominate for a Canada Research Chair at the senior Tier I level focussed in Cars & Computers. The priority areas for this chair position include (but not limited to) Sensing Systems, Automatic Vehicle Identification, Electronic Controls for Engine and Microcontrollers, Intelligent Transportation, Mobile Multimedia Technology, Navigation Systems, Vehicle Area Networks, and Power Train Control Technology. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering , University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Faculty of Engineering is seeking two outstanding candidates to nominate for a Canada Research Chair at the senior Tier I level focussed in Cars & Computers in Computer and Electrical Engineering and a Tier II Canada Research Chair focussed in Automotive Engineering. Materials Forming in Mechanical and Automotive Engineering. For detailed descriptions of the CRC Chairs visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering , University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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CAUT **BULLETIN**

THE UNIVERSITY OF BRITISH COLUMBIA

DIRECTOR
SCHOOL OF HUMAN KINETICS

The University of British Columbia invites applications for the position of Director, School of Human Kinetics. The School is located within the Faculty of Education and the Director reports to the Dean of the Faculty. There are 25 full-time faculty, of whom three hold split appointments with the Department of Family Practice in the Faculty of Medicine.

The School of Human Kinetics is an interdisciplinary academic unit, with scholarly expertise in physical activity across the social, natural, and biomedical sciences. The School is committed to encouraging collaborative research and teaching with other members of the School as well as other university and extra-university units. The School offers the B.H.K., M.H.K., M.A., M.Sc., PhD degrees to approximately 800 undergraduate and 90 graduate students. There are four undergraduate program areas: Leisure and Sport Management, Exercise Science, Health and Fitness, and Physical Education; however, a new curriculum is proposed for 2004. The graduate program offers MA, MSc, MHK (non-thesis), and PhD degrees. Additional information related to the School is available at http://www.hkin.educ.ubc.ca.

Applicants should have a strong record of scholarship in one of the areas germane to Human Kinetics, administrative experience, and good leadership skills. The appointment will be at the rank of professor. The salary is to be negotiated. The appointment will be effective July 1, 2004 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval.

The closing date for applications is **November 30, 2003** or until the position is filled.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority.

Letters of application, a curriculum vitae, and the names, addresses, telephone and fax numbers of three referees, together with a statement of research interests and one published article should be sent to: **Robert J. Tierney, PhD, Dean, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, B.C. Canada V6T 1Z4.**

Employment

Canada Research Chairs
Gender
Human Development
Technology Enhanced Learning

Recognized as a leader in innovative education and academic excellence, Mount Saint Vincent University (MSVU) is primarily an undergraduate university with strong programs in arts, sciences and professional areas. The University also offers graduate programs in six areas.

MSVU seeks outstanding researchers as candidates for its remaining allocation of **Canada Research Chairs** (CRCs).

MSVU plans to nominate one Tier I or two Tier II Chairs in the following strategic research areas: Gender (encompassing a broad range of disciplines), Human Development (inlcuding the two subfields of Child/Family Development and Care, and Aging), and Technology Enhanced Learning. The appointment of a Tier I Chair would be at the rank of Professor, while the appointment of the Tier II Chairs would be at the rank of Assistant or Associate Professor. These appointments will most likely commence in July 2005.

Tier I candidates must be experienced researchers whose peers acknowledge them as world leaders in their field. Tier II candidates must be scholars with demonstrated potential of becoming world leaders in their field. All candidates should have a proven record of and commitment to collaborative and/or interdisciplinary research. Special attention will be given to the potential impact of the Chair on the University community: a nominee must be engaged in a program of research that leads to the active involvement of other MSVU faculty in further development of that program and/or their own research. Attention will be given to the interdisciplinarity and breadth of impact of a Chair. Candidates may consult MSVU's Strategic Research Plan, including principles for nominating CRCs, at www.msvu.ca/research/crc.

Please submit applications by **January 2, 2004** to:

Dr. Donna M. Woolcott
Vice-President (Academic)
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
Email: donna.woolcott@msvu.ca
Fax: (902) 443-3813

All positions remain open until filled. Applications must include a curriculum vitae, the names and contact information for three references, and a five-year research plan. Please note that all CRC nominations are subject to review and final approval by the CRC Secretariat. Details about the Government of Canada's CRC program, including criteria for Chairs, can be found at www.chairs.gc.ca.

Mount Saint Vincent University is committed to the principles of employment equity. All qualified candidates are encouraged to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

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CAREERS CARRIÈRES

■ **THE UNIVERSITY OF WINDSOR** — The Faculty of Engineering is seeking an outstanding candidate to nominate for a Canada Research Chair at the Tier II level to-cussed in Automotive Engineering, Meten-ais Forming in Mechanical and Automotive Engineering. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2566, Fax: 519.971.3622, Email: apfeng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877 655-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Civil and Environmental Engineering at the University of Alberta invites applications for a tenure-track faculty position in the area of Structural Engineering at the assistant professor level commencing July 2004. An appointment at a higher rank will also be considered depending on the qualifications and experience of the successful candidate. Candidates should have a doctoral degree in Civil Engineering specializing in Structural Engineering or a related field, and have demonstrated commitment to teaching and research in the university. Applicants from all areas related to Structural Engineering will be considered. Areas of interest include, but are not limited to, structural concrete, risk and reliability, structural rehabilitation, new construction materials and systems, and structural health monitoring. The successful candidate is expected to develop a significant independent research program, supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Structural Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 3000 undergraduate and 1000 graduate students, of which over 500 undergraduate and 350 graduate students are in the Department of Civil and Environmental Engineering. The Department of Civil and Environmental Engineering offers B.Sc., M.Eng., M.Sc., and PhD programs. The Structural Engineering program has more than 60 graduate students and seven full-time faculty members. The program houses a fully endowed CW Carry Chair in Steel Structures. The Structural Engineering program enjoys an international reputation and excellent financial support from government and industry. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 850,000 people, and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff, readily accessible from Edmonton by modern express highways, provide some of the finest skiing, kayaking, cycling, camping, backpacking, and fishing in the world. Applicants should send a curriculum vitae including employment history, citizenship status, a statement concerning research and teaching interests, names and contact information for at least three referees, and samples of refereed publications to: Dr. J.J. Roger Cheng, P.Eng., Chair & CW Carry Professor of Steel Structures, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7, Fax: (780) 492-0249, E-mail: rcheng@civil.ualberta.ca Application Deadline: The Selection Committee will begin to review applications on January 15, 2004, but the search will remain open until a suitable candidate has been appointed. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ENGLISH

■ **THE UNIVERSITY OF OTTAWA** — The Department of English announces the opening of a full-time, tenure-track position in Twentieth-Century British Literature at the Assistant Professor level, starting July 1st 2004. An interest in Postcolonial Literature would be an asset. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before November 21st 2003 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

■ **THE UNIVERSITY OF OTTAWA** — The Department of English announces the opening of a full-time, tenure-track position in Medieval Literature at the Assistant Professor level, starting July 1st 2004. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before November 21st 2003 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

■ **THE UNIVERSITY OF OTTAWA** — The Department of English announces the opening of a full-time, tenure-track position in Victorian Literature at the Assistant Professor level, starting July 1st 2004. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before November 21st 2003 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

■ **THE UNIVERSITY OF MANITOBA** — The Department of English invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of American Literature. Prior to 1945. Responsibilities will include maintaining a productive research program, graduate supervision, undergraduate and graduate teaching in the core components of the departmental program, and service-related activities. The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment and have demonstrated excellence in both teaching and research. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Information about the Department and the University may be obtained from the web page: http://www.umanitoba.ca/faculties/arts/english or by e-mail from arnason@cc.umanitoba.ca. Applications for this position must include a letter of application, curriculum vitae, teaching dossier, and a sample of scholarly writing. As well, we ask that you arrange to have original transcripts of all graduate work and three confidential letters of reference forwarded so they arrive no later than January 2, 2004. Send all material to: Professor David Arnason, Chair, English (American) Search Committee, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, MB, Canada R3T 5V5. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of English invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Medieval English Language and Literature. Responsibilities will include maintaining a productive research program, graduate supervision, undergraduate and graduate teaching in the core components of the departmental program, and service-related activities. The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment and have demonstrated excellence in both teaching and research. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Information about the Department and the University may be obtained from the web page: http://www.umanitoba.ca/faculties/arts/english or by e-mail tromegden@cc.umanitoba.ca. Applications for this position must include a letter of application, curriculum vitae, teaching dossier, and a sample of scholarly writing. As well, we ask that you arrange to have original transcripts of all graduate work and three confidential letters of reference forwarded so they arrive no later than January 2, 2004. Send all material to: Professor Terry Ogden, Chair, English (Medieval) Search Committee, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, MB, Canada R3T 5V5. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure track position in the Rhetoric and Professional Writing Program in the Department of English Language and Literature, at the Assistant Professor level. We are interested in candidates who can contribute to developing our undergraduate and graduate programs in any of the following areas: Digital Design (including the theory, analysis, production, and social contexts of multimedia interactive texts), New Media Studies, Cyberculture, Information Design, or Technologically-Mediated Communication. Additional strengths in Rhetoric and/or Professional Communication (including genres of business and technical writing), or in any area of Literature would be welcome. The successful candidate will be offered a wide range of teaching experiences from first through fourth year undergraduate courses to supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing, our department offers the only PhD of its kind in Canada: an integration of literature with study in fields of rhetoric, writing, discourse and text analysis, and digital theory and design. The normal teaching load is 2 + 3, which includes one graduate course (of the instructor's design), and semesters are 13 weeks long. The minimum starting salary for this position will be $58, 000 (minimum adjustable for experience). Please visit our website at http://english.uwaterloo.ca for more information. Appointment effective 1st July 2004. The successful candidate will have the opportunity to participate in the growth of the digital humanities in Waterloo's Arts Faculty. The faculty houses the Canadian Centre of Arts and Technology (which features a state-of-the-art design, production, and testing lab), boasts a new Digital Arts Communication specialization, and works closely with UW's Centre for Learning and Teaching Through Technology (LT3). The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In this year's McLean's Magazine national rankings, Waterloo was named the top comprehensive university in the country and, for the 11th year in a row, ranked "best overall" in the national reputational survey. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin January 2, 2004. Indicate in your cover letter if you will be attending the MLA convention in San Diego and would like to schedule a preliminary meeting. Please send letter, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

125 ANS

un poste de professeure ou professeur,	>	au rang *d'adjoint* ou agrégé, au Département de chimie, dans le domaine de la chimie inorganique.
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des postes de professeure ou professeur,	>	au rang *d'adjoint* ou *récemment agrégé*, au Département de communication, parmi les domaines suivants : communication organisationnelle ; communication inter-culturelle ; communication, culture et pouvoir.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, à l'École de criminologie, dans le domaine de la criminologie clinique.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, à l'École de criminologie, dans le domaine de la sécurité et des études policières.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département d'histoire de l'art et d'études cinématographiques, dans le domaine de l'histoire de l'art du XVIIe siècle français et italien.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département d'histoire de l'art et d'études cinématographiques, dans le domaine de la production cinématographique et/ou vidéographique et/ou en nouveaux médias.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de littératures et langues modernes, dans les domaines de la littérature hispanique contemporaine et du cinéma hispanique.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de littératures et langues modernes, dans les domaines de la littérature allemande et/ou cinéma allemand ; histoire et théorie des médias.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de philosophie, dans le domaine de la philosophie continentale postkantienne.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de philosophie, dans le domaine de l'éthique.
des postes de professeure ou professeur,	>	au rang *d'adjoint*, à l'École de psychoéducation, dans le domaine de l'inadaptation psychosociale chez les enfants et les adolescents et des moyens de prévention de ces jeunes et de leurs familles.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de psychologie, dans le domaine de la psychologie clinique enfants-adolescents.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de psychologie, dans le domaine de la neuropsychologie clinique.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, à l'École de relations industrielles, dans le domaine de la Gestion des ressources humaines et administration.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de science politique, dans le domaine de la politique américaine.
un poste de professeure ou professeur,	>	au rang *d'adjoint*, au Département de science politique, dans le domaine de la politique européenne.
un poste de professeure ou professeur,	>	au rang *d'adjoint* ou *d'agrégé*, au Département de science politique, dans le domaine des relations internationales.
des postes de professeure ou professeur,	>	au rang *d'adjoint*, au Département de sciences biologiques, dans les domaines suivants : biologie moléculaire, cellulaire et des organismes ; biodiversité, systématique et évolution.

Date d'entrée en fonction : variable selon les postes.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents.
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Université de Montréal

CAREERS CARRIÈRES

sent to: Dr. Murray McArthur, Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of English, in the areas of American Literature, at the rank of Assistant Professor or Lecturer, commencing July 1, 2004. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Thomas Dilworth, Interim Head, Department of English Language, Literature, and Creative Writing, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519-253-3000, ext. 2289, Fax: 519-971-3676, E-mail: dilworth @uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ENGLISH & FILM STUDIES

■ **WILFRID LAURIER UNIVERSITY** — The Department of English and Film Studies plans to develop its curriculum in Popular Literary Cultures, and invites applications for a tenure-track appointment in one or more of the following areas: popular genres, children's literary cultures, Canadian Studies. The appointment will commence on 1 July, 2004, and is subject to budgetary approval. A PhD, teaching experience, and publications are required for this position. Assigned teaching duties will include undergraduate and graduate courses. The Department offers a Master of Arts program in Gender and Genre and a collaborative PhD program with the University of Guelph. The Department also wishes to further develop its graduate programs. Candidates who can demonstrate abilities within a specific historic period as well as their abilities to contribute to undergraduate programs and courses will be especially welcome. Applicants are asked to send a letter of application, sample publications, a teaching dossier with course evaluations and course outlines, and arrange for three letters of reference to: Dr. Gary Boire, Chair, Department of English and Film Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, E-mail:gboire@wlu.ca. The deadline for receipt of materials is December 15, 2003. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity, and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **WILFRID LAURIER UNIVERSITY** — The Department of English and Film Studies invites applications for a tenure-track appointment in post-1900 American Literature, commencing 1 July, 2004, subject to budgetary approval. Applications are especially welcome in one or more of the following areas: African-American literature; women writers; minority or ethnic writing; oral narratives, film and/or cultural studies. A PhD, teaching experience, and publications are required for this position. Assigned teaching duties will include undergraduate and graduate courses. The Department offers a Master of Arts program in Gender and Genre and a collaborative PhD program with the University of Guelph. Applicants are asked to send a letter of application, sample publications, a teaching dossier with course evaluations and course outlines, and arrange for three letters of reference to: Dr. Gary Boire, Chair, Department of English and Film Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, E-mail:gboire@wlu.ca. The deadline for receipt of materials is December 15, 2003. All qualified applicants are encouraged to apply, however, Canadian Citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity, and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and aboriginal people.

ENGLISH LANGUAGE & LITERATURE

■ **CARLETON UNIVERSITY** — The Department of English invites applications for one or more tenure-track positions at the rank of Assistant Professor (or higher) to begin 1 July 2004, subject to budgetary approval. We are seeking candidates with expertise in one or more of the following areas: 1) The Long 18th Century; 2) Literatures and Cultures of Canada; 3) African and Affiliate Literatures, 4) Literatures and Cultures of Contemporary Britain. Departmental assignments will include teaching core courses at the undergraduate level and both teaching and supervising in the M.A. program. Department members with a demonstrated interest in Cultural Theory may also participate in a new inter-disciplinary doctoral program. Teaching experience and a strong record of research and publication are desirable. Applications received after December 12, 2003 may not be considered. Completed applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, and samples of writing or published work. Please arrange to have these materials forwarded to: Robert Holton, Chair, Department of English, Carleton University, 1125 Colonel by Drive, Ottawa, Ontario, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ENVIRONMENTAL MODELLING

■ **TRENT UNIVERSITY** invites applications from candidates for a Senior (Tier I) or Junior (Tier II) Canada Research Chair (CRC) in the general area of Environmental Modelling. Trent University is planning to submit the CRC nomination in April, 2004 and the nominee would be notified of the results of the nomination process in the Fall of 2004. The appointment will be at the Assistant, Associate, or Full Professor level, depending on the qualifications of the successful candidate. The goals of the CRC program (www.chairs.gc.ca) are to promote leading edge research and the training of high quality personnel at universities. Applicants must hold a PhD, have an outstanding record of research in environmental modelling, and have demonstrated project leadership skills. The successful candidate will be expected to establish an active, externally funded research program and to participate in graduate studies at Trent in association with the Applications of Modelling in the Natural and Social Sciences (AMINSS) program. An emphasis is expected on development of techniques in quantitative, mathematical modelling for application to chemical and physical environmental processes. The applicant will be expected to take a leadership role with the Canadian Environmental Modelling Centre, which focuses on chemical contaminants. The applicant could also develop collaborative relationships the Water Quality Centre, the Watershed Science Centre, the James McLean Oliver Ecological Research Centre and groups working on arctic, atmospheric and climatic issues. It is expected that the candidate will supervise graduate students and teach in the AMINSS program and possibly in the undergraduate program of Environmental and Resource Science. In conjunction with CRC nominations, candidates are expected to submit a proposal to the Canadian Foundation for Innovation (www.innovation.ca) at the time of the University's CRC nomination. Review of applications will begin on November 24, 2003. Applicants should send a curriculum vita, a 5-year research plan, examples of their most significant research contributions, names and contact information for three potential referees to: Chris Metcalfe, Dean of Research and Graduate Studies, Trent University, Peterborough, Ontario, K9J 7B8, Canada, cmetcalfe @trentu.ca. Applicants may wish to visit the following web sites for more information: www.trentu.ca /aminss, /cemc, or /ersi. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons.

ENVIRONMENTAL STUDIES

■ **YORK UNIVERSITY** — The Faculty of Environmental Studies at York University in Toronto invites applications for a tenure stream position in Ecology. The appointment, effective July 1, 2004, will be at the Assistant Professor level. The Faculty of Environmental Studies offers interdisciplinary programs leading to the degrees of Bachelor in Environmental Studies, Master in Environmental Studies, and a Doctor of Philosophy in Environmental Studies. The Faculty was created in 1968 to meet the demand for new and more appropriate responses to environmental problems and issues, adopting a broad definition of environment including natural, built, social and organizational. The Faculty expects applicants to demonstrate competence in and enthusiasm for teaching and advising students, and a commitment to interdisciplinary research, teaching, and collaboration. Applicants are expected to have a strong or promising scholarly record, and should hold a PhD degree or have equivalent academic or professional experience. The Faculty of Environmental Studies is seeking a scholar with a strong teaching and research record in the field of ecology to be responsible for introducing non-science undergraduate and graduate students to the science of ecology with the focus on sustainability, conservation biology, and ecotoxicology. The successful candidate must have strong communication skills, be able to teach a wide variety of topics, and have the experience to teach introductory level science in such theme-based areas as: population and community ecology, ecotoxicology; genetics and genetically modified organisms; conservation-based topics such as habitat loss and fragmentation, conservation genetics, and wildlife biology; and the ecology of urban areas. The successful applicant will be expected to maintain an active research program in aspects of these areas and be open to collaboration with colleagues with social, policy, and political environmental interests. Applicants must also be able to demonstrate competence in and enthusiasm for advising a diverse student body within an interdisciplinary program. Information about the Faculty of Environmental Studies and its programs can be found at http://www.yorku.ca/fes. Applicants should submit a letter discussing their understanding and experience in Ecology, their qualifications, research interests and the applicant's approach to teaching non-science students. The application package should also include a CV, a sample of work and the contact information of three references (e-mail, phone and/or fax numbers) and should be sent to: The Ecology Search Committee, Faculty of Environmental Studies, York University, Toronto, Ontario, Canada, M3J 1P3, Fax: (416) 736-5679; or e-mail: FEShires @yorku.ca. The deadline for receipt of applications is December 1, 2003. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. All positions are subject to budgetary approval.

■ **YORK UNIVERSITY** — The Faculty of Environmental Studies at York University in Toronto invites applications for a tenure stream position in Environment and Culture. The appointment, effective July 1, 2004, will be at the Assistant Professor level. The Faculty of Environmental Studies offers interdisciplinary programs leading to the degrees of Bachelor in Environmental Studies, Master in Environmental Studies, and a Doctor of Philosophy in Environmental Studies. The Faculty was created in 1968 to meet the demand for new and more appropriate responses to environmental problems and issues, adopting a broad definition of environment including natural, built, social and organizational. The Faculty expects applicants to demonstrate competence in and enthusiasm for teaching and advising students, and a commitment to interdisciplinary research, teaching, and collaboration. Applicants are expected to have a strong or promising scholarly record, and should hold a PhD degree or have equivalent academic or professional experience. The Faculty of Environmental Studies is seeking a scholar with a strong teaching and research record in the field of environment and culture, with qualifications, research, and teaching interests. The application package should also include a CV, a sample of work and the contact information of three references (e-mail, phone and/or fax numbers) and should be sent to: The Environment and Culture Search Committee, Faculty of Environmental Studies, York University, Toronto, Ontario, Canada, M3J 1P3, Fax: (416) 736-5679; or e-mail: FEShires@yorku.ca. The deadline for receipt of applications is December 1, 2003. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. All positions are subject to budgetary approval.

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Environmental Studies invites applications for a tenure-track position at the Assistant Professor level specializing in Entrepreneurship (with a focus on Environmental and Social Entrepreneurship) and Marketing. Applicants should have an ability to conduct research and teach in two or more of the following areas: environmentally/ social entrepreneurship; marketing; local/ community economic development; industrial ecology; environmental management systems; and sustainable business. The successful candidate will contribute to the Faculty's interdisciplinary teaching initiatives: the Master's Program in Local Economic Development and the Environment and Business Honours Program. The successful candidate is expected to supervise Masters and Doctoral students and to be a strong contributor to individual and collaborative research. The Faculty of Environmental Studies offers programs in Architecture, Environment and Business, Environment and Resource Studies, Geography, Local Economic Development, Planning, and Tourism Policy and Planning. For details, please see: www.fes.uwaterloo.ca UW is an outward-looking, research-intensive university situated in the heart of Canada's Technology Triangle. It is known for its entrepreneurial spirit and successful technology transfers. The University is building on its leadership in this field with the establishment of a Centre for Business, Entrepreneurship and Technology, the creation of new programs such as Environment and Business, and the establishment of the Eyton Chair in Entrepreneurship. Applicants must have a PhD in Geography, practical experience in business, government or NGOs would be an asset. The appointment will be effective 1 July 2004. Applications must include a statement of career objectives, research goals, teaching approach and a personal assessment of experience and achievements. Applications must also include a curriculum vitae, the names (with contact information) of four possible referees and two recent publications. The first stage in the review of applicants will be based on the application and C.V. Referees will be contacted for those being considered in the second stage of the review. Review of applications will continue until the position is filled. Applications should be sent to: Professor Paul Parker, Chair, Faculty Search Committee, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. (Informal inquiries may be directed to Paul Parker by phone: (519) 888 4567 ext. 3610; or email: pparker@fes.uwaterloo.ca) UW is committed to providing "family friendly" policies and programs that maintain a supportive environment for the many and diverse needs of its employees. For details, please see: www.hr.uwaterloo.ca/family-friendly.html. Applications are encouraged from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

ÉTUDES ANCIENNES

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département des études anciennes et de sciences des religions sollicite des candidatures pour un poste de professeur au rang d'adjoint menant à la permanence, ouvert à partir du 1er juillet 2004. Domaine de spécialisation: littérature latine. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent en études anciennes et disposer de publications à caractère universitaire (un minimum de trois) pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. La plupart de l'enseignement au niveau du baccalauréat concernera la langue et la littérature latine. Étant donné que le département est en train de concentrer son programme de maîtrise sur l'antiquité tardive (200-700 apr. J.-C.), on donnera la préférence aux candidates et candidats qui feront la preuve de leur compétence dans l'étude de cette période. Il ou elle doit avoir une maîtrise suffisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches du niveau du baccalauréat au doctorat. Au début de l'engagement, l'enseignement se fera principalement en langue anglaise. Le traitement et la charge de travail seront en conformité avec la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Le dossier de candidature comprenant lettre de présentation, curriculum vitae, une ou deux publications récentes et trois lettres de recommandation devra parvenir au plus tard le 17 novembre 2003 à : Monsieur Geoffrey Greatrex, directeur adjoint, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario), Canada K1N 6N5. Tél. 613-562-5714. Télécop., 613-562-5991. Courriel : greatrex@uottawa.ca. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

Memorial
University of Newfoundland

TIER II CANADA RESEARCH CHAIR IN PROTEOMICS
Department of Biochemistry

The Department of Biochemistry is recruiting an outstanding investigator to fill a Tier II Canada Research Chair in Proteomics. Applications are invited for a tenure-track position at the assistant or associate Professor level.

The search committee is looking for candidates with a PhD or equivalent degree, a minimum of two years of post-doctoral experience and a proven track record in the area of functional/structural proteomics. Applicants will be expected to establish an active externally-funded research program and contribute to departmental teaching. Expected appointment date is September 1, 2004.

Applicants should submit a curriculum vitae, a one page summary of proposed research, and arrange for three referees to forward appraisals, to: **Dr. P. J. Davis, Head, Department of Biochemistry, Memorial University of Newfoundland, St. John's, NL, A1B 3X9** (email: pdavis@mun.ca, fax (709) 737-2422) by **January 1, 2004**

The Biochemistry Department has a tradition of externally-funded research programs and has made four appointments in the past two years. We house an amino acid analysis facility, fluorescence and CD spectrometers, scanning calorimeters, real-time PCR and have access to a MALDI TOF mass spectrometer and a 500 MHz NMR spectrometer. Further information is available at: www.mun.ca/biochem.

Memorial University is the largest university in Atlantic Canada with an enrollment of over 17,000 students. *As the only university in the province, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. St. John's is a safe city with great historic charm, a lively* cultural scene and access to a range of outdoor activities

Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY OF CALGARY

Dean, Faculty of Nursing
University of Calgary

The University of Calgary invites nominations and applications for the position of Dean of the Faculty of Nursing.

The Faculty offers nursing degree programs for its approximately 1,000 students at the undergraduate, post-diploma, master's, nurse practitioner and doctoral levels. Forty-five faculty and over 60 adjunct professors teach and conduct research in diverse areas. Working in close collaboration with the Calgary Health Region and other regional health agencies, the Faculty plays a key role in advancing health and wellness – one of the University's strategic academic priorities.

The Dean will lead the Faculty in achieving its goal of excellence in teaching, research and clinical practice. The successful candidate should have a doctorate and a record of published research and scholarship. Candidates will possess demonstrated professional and/or academic leadership and management abilities, a vision that embraces innovative approaches to health care, and the ability to promote collaborative partnerships with health care professionals and communities, both locally and internationally.

Located on a beautiful 213-hectare campus in southern Alberta's principal city, this comprehensive research university is among Canada's most dynamic. Over 28,000 full-time equivalent students undertake studies toward undergraduate, graduate and professional degrees in 16 faculties, 53 departments and more than 30 research institutes and centres. Additional information is available at **www.ucalgary.ca**.

The Dean's appointment is for a five-year term, effective July 1, 2004 and renewable. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity. Nominations or applications, the latter accompanied by a letter of application and curriculum vitae, should be submitted to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
resumes@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

TENURE TRACK POSITIONS

Lakehead University, located in Thunder Bay, Ontario, is a comprehensive university committed to excellence and innovation in undergraduate and graduate education, as well as research and other scholarly activity. More than 7000 students attend Lakehead University, many from Northwestern Ontario, but most coming from beyond the region. The university values the diversity of its students and faculty. The university's mandate includes a commitment to Aboriginal learning and scholarship. Lakehead is a leader in technology in support of teaching and research. This is an exciting time to be at Lakehead, as we engage in the development of our new medical school, as well as the launch of several new graduate programs. University-wide strategic planning is currently underway. Academic planning is ongoing. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

Lakehead University invites applications to fill the following tenure-track appointments for August 1, 2004. Rank of appointment is dependent on qualifications, teaching and research experience. Successful candidates are expected to initiate vigorous externally funded research programs and to participate in graduate programs. All applicants should hold an earned PhD in a relevant discipline by time of appointment. For further information on these positions, please contact the Office of the Vice-President (Academic) and Provost at (807) 343-8181. Candidates for some of these positions may qualify for a Canada Research Chair. Please refer to www.lakeheadu.ca/~researchwww/chairs.html for details.

BUSINESS ADMINISTRATION

Marketing. Individuals with teaching and research interests in Marketing Management, Marketing Strategy, Business to Business Marketing and Marketing Channels are encouraged to apply. Successful candidates are expected to teach in the graduate and undergraduate programs. Preference will be given to those applying at the assistant professor level.

Organizational Behaviour/Human Resource Management. The successful candidates must be able to teach and oversee undergraduate and graduate Human Resource Organizational Behaviour, Organizational Theory and Human Resource Management courses and must be able to supervise masters degree students.

Management. The successful candidates are expected to teach at the undergraduate and graduate levels and supervise graduate students. Other specializations are open.

Candidates will have an opportunity to teach in the Faculty's two new masters degree programs and in the undergraduate program. The candidates should be committed to classroom excellence and research in their areas of interest.

EDUCATION

The Faculty of Education has 28 full-time faculty members and offers Pre-service, Native Teacher Education, Native Language Instructum, continuing Education, M.Ed. and joint PhD programs. Candidates shall have documented evidence of successful teaching experience and should possess or show evidence of the ability to develop a research program in Education. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching and graduate students, and maintaining a productive research program.

Aboriginal Education. Preference will be given to Aboriginal candidates with expertise in teaching and learning from preschool to secondary school and related successful experience in Aboriginal communities and organizations. The ability to speak a Native language is desirable.

Educational Foundations. Preference will be given to candidates with expertise in Educational Philosophy, Sociology or History of Educational Thought. A background in Multicultural Education and school-based teaching experience would be assets.

Early Literacy/Language Arts. Preference will be given to candidates with expertise in the teaching and learning of reading, including readers-at-risk, from preschool to early adolescence. Area of specialization open but preferably with expertise in learning and development, and/or exceptional children. A record of/interest in working with teachers and schools on early literacy initiatives would be an asset.

Educational Policy. Preference will be given to candidates with expertise in educational policy- making, school administration, or school law. Expertise in Multicultural Education and/or school-based teaching experience would be assets.

Educational Psychology. Preference will be given to candidates with expertise in exceptional children and/or classroom management. A demonstrated record working with educators on special education initiatives and policy would be an asset.

Elementary Science Education. Preference will be given to candidates who have taught in elementary schools or who have experience teaching pre-service teachers in elementary science education. An interest in community involvement and the promotion of science literacy would be an asset.

Mathematics Education. Preference will be given to candidates who have evidence of successful school-based teaching (elementary or high school) or experience teaching adults in the area of mathematics education. A strong program of research in Mathematics Education or the potential to develop one is essential.

ENGINEERING

Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, assist in the development of laboratories and graduate studies, work effectively with colleagues and must be, or be qualified and prepared to become, licensed Professional Engineers in the Province of Ontario. Relevant industrial experience would be a definite asset.

Chemical Engineering. Candidates specializing in one or more of the following areas will be considered: reaction engineering, pulp and paper, petroleum processing, energy conversion, process design and safety.

Mechanical Engineering. Candidates specializing in one or more of the following areas will be considered: mechatronics, control engineering, engineering design, engineering materials, and environmental engineering.

Software Engineering. Successful candidates will be outstanding teachers and researchers with an earned PhD in a related field. While all areas of research will be considered, the primary needs are in Software-hardware codesign.

FORESTRY & THE FOREST ENVIRONMENT

Wildlife Habitat Management. The successful candidate will be expected to teach undergraduate and graduate courses in Forestry and Biology, supervise graduate students, and conduct research on the nature, consequences and mitigation of natural and anthropogenic disturbances in forests and their impact on wildlife habitats and populations. A familiarity with the principles of forest conservation and landscape-scaled ecosystem management, and forest management guidelines related to wildlife is essential. The candidate must also have a proven ability to interact effectively with the forest industry, government, environment, environmental groups and the general public.

PROFESSIONAL SCHOOLS

School of Social Work. Expertise in working with rural and northern communities. Applicants with a background in mental health, health or communications skills are preferred. The successful applicant must be committed to working as a team member in a faculty of 9 full-time staff. The successful applicant will have the opportunity to teach in both the undergraduate and graduate programs. A history of refereed publications and research is a definite asset.

School of Nursing. Mental Health; Public Health; Mother and Child (Obstetrics); Rural/Remote Nursing. The School has a vibrant undergraduate program which it offers collaboratively with Confederation College, and is part of the Masters in Public Health Program, offering the Masters in Public Health — Specialization in Nursing. The candidates will be expected to teach in both programs. Candidates should have a completed or nearly completed doctorate, hold at least one graduate degree in nursing, and be eligible for registration with the College of Nurses of Ontario. Candidates whose area of expertise is not in the above areas, but who have a strong research and publication record are invited to apply.

School of Outdoor Recreation, Parks and Tourism. The successful applicant should be a tourism specialist with expertise in policy, planning, entrepreneurialism and administration. Applicants should possess a strong research and publication record and an enthusiasm for teaching at both the undergraduate and graduate level (Masters in Environmental Studies in Nature Based Recreation and Tourism).

SCIENCE & ENVIRONMENTAL STUDIES

Biology. (1) Invertebrate Biologist with research interest in co-evolutionary relationships such as (i) host-parasite, (ii) plant herbivore, plant-pollinator, or predator-prey and teaching experience in forest entomology invertebrate zoology, ecology, and/or parasitology. Individuals with expertise in Forest Entomology are particularly encouraged to apply. (2) Fisheries Biologist with research interests in freshwater fish biology and quantitative fisheries management and with the possibility of additional interests in (i) environmental impact on fish health, (ii) aquaculture. Teaching expertise should include (i) Ichthyology, (ii) Fisheries Management, which would include teaching fisheries management in Forestry, and (iii) Biometrics. (3) Plant Biologist with research interests in (i) plant molecular systematics, and/or (ii) plant development biology and teaching expertise in (i) systematics, (ii) lower plants and (iii) morphogenesis. (Subject to budgetary approval)

Chemistry. Organic and Biological Chemistry. Details at: www.chemistry.lakeheadu.ca

Geography. Geomorphologist sought; preferably one with an interest in environmental applications in Provincial norths and similar areas around the world. An ability to teach in one or more areas of geographical techniques (cartography, GIS, statistics) would be an advantage. The Department has a large undergraduate enrolment and is developing plans for a graduate program.

Mathematical Sciences. Successful candidate must possess a PhD in mathematics or statistics, demonstrated ability or potential for excellence in research and experience in teaching at both the undergraduate and graduate levels. See the website at http://math.lakeheadu.ca for more details.

SOCIAL SCIENCES & HUMANITIES

The Faculty of Social Sciences and Humanities will be making a series of tenure track appointments in the departments and programs contained in the Faculty: Economics, English, General Arts, Geontology, History, Indigenous Learning, Languages, Music, Northern Studies, Philosophy, Political Science, Psychology, Religious Studies, Sociology, Visual Arts and Women's Studies. We are interested in hearing from qualified candidates in any one or more of these disciplines and will be reviewing our Faculty staffing plan once we have received applications. At this particular time, we are especially interested in hearing from candidates in the following areas:

English. Successful candidates will have demonstrated teaching and research expertise and will be expected to contribute to the Department's undergraduate and graduate programs. Candidates with expertise in one or more of the following areas are invited to apply: Seventeenth-Century Literature, Critical Theory, Rhetoric and Composition, Canadian Literature, Victorian Literature, and Medieval Literature.

History. Specialists in any one of the three following areas: Modern World History, Modern European History, and post-Confederation Canadian History. The successful candidates will be expected to develop an active research program and to contribute to the Department's undergraduate and graduate programs.

Music. Conducting at the rank of Assistant Professor. The successful candidate will have demonstrated excellence in directing student ensembles, teaching conducting, and the ability teach in one or more applied performance areas. Other teaching assignments may be given according to departmental needs and/or the candidate's areas of expertise. The ideal candidate would be a dynamic musician with energy, drive, and the ability to engage in student recruitment initiatives. The successful candidate will possess a Master's degree minimum (Doctorate preferred).

Philosophy. Generalists committed to both teaching and research, area of specialty open, but with competence in one or more of the areas of applied ethics, history of philosophy, continental philosophy and critical thinking.

Psychology. Specialists in any one of the areas: (1) Clinical, Social or Community Psychology with a focus in Health Psychology or the Psychology of Aging; (2) Child-Clinical with a focus in educational, developmental, or behavioural disorders of children and youth. The successful candidates for both positions will be expected to develop an active research program and to contribute to the Department's undergraduate and graduate MA and PhD programs. The Department is presently seeking CPA accreditation of the Clinical PhD program.

Sociology. A versatile research methodologist. The successful candidate must be able to teach quantitative methods to undergraduate and graduate students. Other areas of specialization are open. The successful candidate will also be expected to develop an active research program and to contribute to the Department's undergraduate and graduate programs. The Department of Sociology also invites applications for a tenure-track position in crime and social justice. Other areas of specialization are open. The successful candidate will be expected to develop an active research program and to contribute to the Department's undergraduate and graduate programs.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications and the names and addresses of three referees to:

Dr. Mary Louise Hill, Vice-President (Academic) and Provost
Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at http://www.lakeheadu.ca/~humanres/forms.html. Review of Applications will begin on January 15, 2004, and continue until positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Lakehead
UNIVERSITY

SCHOOL OF
Policy Studies

Queen's UNIVERSITY

Economics
The School of Policy Studies at Queen's University seeks applicants for a tenure-track position at the rank of assistant professor, beginning July 1st, 2004. The specialization within economics is open, but the candidate should have an orientation toward applied policy-relevant research and be excited about working in a multi-disciplinary environment. The successful candidate will teach in the Master of Public Administration program. Applicants should have completed a PhD by July 2004 and demonstrate a strong promise for a scholarly career. Applicants should send a letter of application, curriculum vita, and copies of no more than three research papers to the address below. They should also arrange for three letters of recommendation to be sent under separate cover. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, lesbians, gay men, aboriginal people and persons with disabilities. Please send application materials to T.R. Williams, Chair, Search Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. All applications received by December 1, 2003 are assured of full consideration. To learn more about the School of Policy Studies, see http://www.queensu.ca/sps/

Human Resources Management
The School of Policy Studies at Queen's invites applications for a tenure-track position in Human Resources Management at the Assistant or Associate Professor level, beginning July 1st, 2004. Applicants should have completed a PhD by July 2004 and demonstrate a strong promise for a scholarly career. The successful candidate will be expected to teach and conduct research in Human Resources Management or in closely related fields including industrial relations, strategic human resources, organizational theory and organizational behaviour. Candidates with experience and/or knowledge of public sector human resource issues are also encouraged to apply. The primary teaching responsibilities of the position will be in the Master of Industrial Relations program. Applicants should send a letter of application, curriculum vita, and copies of no more than three research papers to the address below. They should also arrange for three letters of recommendation to be sent under separate cover. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, lesbians, gay men, aboriginal people and persons with disabilities. Please send application materials to T.R. Williams, Chair, Search Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. All applications received by January 9, 2004 are assured of full consideration. To learn more about the School of Policy Studies, see http://www.queensu.ca/sps/

Industrial Relations
Queen's University in Kingston, Ontario invites applications for a senior position in Industrial Relations beginning July 1st, 2004. The candidate will have a distinguished record of teaching and research in the field of Industrial Relations. It is expected that the candidate will provide leadership in the Master of Industrial Relations program as well as teach courses and conduct research in his/her area of expertise. Applicants should send a letter of application, curriculum vitae and a copy of up to three refereed publications or other research publications to the address below. Applications should include the names of three referees. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, lesbians, gay men, aboriginal people and persons with disabilities. Contact: T.R. Williams, Chair, Search Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. To learn more about the School of Policy Studies and/or the program in Industrial Relations, see http://www.queensu.ca/sps/, and http://qsilver.queensu.ca/irl/

Management/Public Administration
The School of Policy Studies at Queen's University, Kingston, seeks to fill a tenure-track position in the Management of public organizations beginning July 1, 2004. Rank open. Applicants are expected to have completed a Ph.D by July 1, 2004 and have an excellent record of high quality research and teaching appropriate to their stage of career. The successful candidate will teach in the Master of Public Administration program in areas such as; management in the public sector, the machinery of government; public sector reform; conflict management; financial management; ethics in the public service. Candidates should send a letter of application, curriculum vita, and a copy of up to three refereed publications or other research papers to the address below. They should also arrange for three letters of recommendation to be sent under separate cover. The closing date for applications is January 9, 2004. . All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, lesbians, gay men, aboriginal people and persons with disabilities. Please send application materials to T.R. Williams, Chair, Search Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. To learn more about the School of Policy Studies, see http://www.queensu.ca/sps/

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

CAREERS CARRIÈRES

McGill

Faculty Positions in Maternal-Fetal Medicine

The Department of Obstetrics and Gynecology at McGill University invites applications for two academic positions in Maternal-Fetal Medicine. Applications are invited from MDs, eligible to practice in Quebec, with certification in Obstetrics and Gynecology. Preference will be given to those who have completed sub-specialist fellowship training in Maternal-Fetal Medicine.

Substantial start-up funds are available to support the development of an externally funded research program.

These positions are University hospital supported academic positions at the Assistant or Associate Professor level. Salary is commensurate with qualifications and experience.

Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three references to:

Dr. Seang Lin Tan
James Edmund Dodds Professor and Chairman
Department of Obstetrics & Gynecology
McGill University
Royal Victoria Hospital
687 Pine Avenue West
Montreal, Quebec, Canada, H3A 1A1
Fax: (514) 843-1678
E-mail: seanglin.tan@muhc.mcgill.ca

McGill University is committed to equity in employment.

www.mcgill.ca

UBC THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR IN COMPUTATIONAL STATISTICS / MACHINE LEARNING

The Department of Computer Science at the University of British Columbia is seeking candidates to nominate for a Junior (Tier II) Canada Research Chair (CRC) in the areas of computational statistics or machine learning. The CRC Program is aimed at outstanding researchers who are world leaders or who have the potential for world leadership in their fields. Successful nominees would hold a tenured or tenure-track position in the Department of Computer Science, or a joint appointment with another department. Further information about the CRC program may be found at http://www.chairs.gc.ca, while specifics about the department's CRC position and other positions are at http://www.cs.ubc.ca/career/. The start date is negotiable, but is nominally September 1, 2004.

Candidates for nomination should submit a CV, a teaching statement and a research statement, and the names of at least three references to **Anne Condon** (recruit@cs.ubc.ca), **Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4.** Applications submitted electronically in PDF are welcome. Applications will be accepted until **31 January 2004**.

Computer Science at UBC is world renowned for its high quality and depth of research. One of the University's academic priorities is to continue to grow as a world class centre for Computer Science, and outstanding candidates are invited to participate in this effort. Applicants must demonstrate exceptional research track record or potential, and excellent teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students.

All positions are subject to review and final approval by the CRC Secretariat. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

Memorial
University of Newfoundland

ASSISTANT PROFESSOR IN CLINICAL PSYCHOLOGY
Department of Psychology

The Department of Psychology at Memorial University of Newfoundland invites applications for a tenure-track position at the rank of Assistant Professor in the field of Clinical Psychology. We are particularly interested in appointing a formally qualified Clinical Psychologist, however, all applicants with interests in human experimental psychology will be seriously considered. We are seeking an individual with a strong research record, appropriate to his/her academic experience, and strong commitments to teaching, research and the supervision of students.

The successful candidate will be expected to teach at all levels within the department's programmes and candidates with an interest and expertise in teaching at the introductory level will be preferred. A PsyD programme is under active consideration by the university. The successful candidate will have an opportunity to contribute to the planning and delivery of that programme. A tenure-track appointment at the rank of Assistant Professor will be offered to the successful candidate with a completed PhD; otherwise, a 3-year contractual appointment will be offered with the possibility of conversion to a tenure-track appointment on completion of the doctorate.

Applicants should send a curriculum vitae, a clear, short statement of academic interests, selected reprints and the names of three referees to **Dr. John Evans, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, Newfoundland and Labrador, A1B 3X9;** jevans@mun.ca. The appointment will begin on April 1st, 2004, or as soon as possible thereafter. The Search Committee will start examining applications on January 15th, 2004, and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programmes to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resumé for possible matching with other job opportunities.

ÉTUDES FRANÇAISES

■ **L'UNIVERSITE DE GUELPH** — Le Département d'études françaises de l'école des langues et littératures sollicite des candidatures pour un poste, menant à la permanence, au rang d'agrégé(e), en littérature française et/ou francophone. La date d'entrée en fonctions est le 1er juillet 2004. Les responsabilités du poste comprennent: l'enseignement de cours de littérature et de français langue seconde au premier cycle. La préférence sera accordée à des candidats polyvalents, dont les recherches portent particulièrement dans l'interdisciplinarité ou dans les aspects politiques et esthétiques de la représentation littéraire. Les exigences incluent: doctorat en études françaises; excellent dossier de recherche, expérience dans l'enseignement du français langue seconde et excellente connaissance du français et de l'anglais. Le traitement sera établi en fonction de l'expérience et des qualifications. Prière de faire parvenir une lettre de candidature, un curriculum vitae, trois lettres de recommandation et des évaluations de l'enseignement avant le 15 decembre 2003 à Monsieur Daniel Chouinard, directeur, School of Languages and Literatures, University of Guelph, Guelph (Ontario) N1G 2W1. Toute personne qualifiée est encouragée à poser sa candidature; toutefois, ce concours s'adresse en priorité aux citoyens ou résidents canadiens. L'Université souscrit à un programme d'accès à l'égalité d'emploi et cherche à favoriser la diversité au niveau de son personnel. Elle encourage les candidatures d'autochtones canadiens, de personnes handicapées, de membres de minorités visibles et de femmes.

■ **L'UNIVERSITE DE GUELPH** sollicite des candidatures pour un poste, menant à la permanence, au rang d'adjoint(e), en études françaises et européennes (spécialisation en culture française contemporaine). La date d'entrée en fonctions est le 1er juillet 2004. Les responsabilités du poste comprennent l'enseignement au premier cycle de cours de français langue seconde et dans le cadre du programme d'études européennes des cours enseignés en anglais de culture, littérature et de cinéma français. La préference sera accordée a des candidat-e-s ayant une connaissance globale de l'histoire et de la culture européennes. Les exigences incluent: doctorat en études françaises; excellent dossier de recherche, experience dans l'enseignement du français langue seconde et excellente connaissance du français et de l'anglais. Le traitement sera établi en fonction de l'expérience et des qualifications. Prière de faire parvenir une lettre de candidature, un curriculum vitae, trois lettres de recommandation et des évaluations de l'enseignement avant le 31 décembre 2003 à Monsieur Daniel Chouinaid, directeur, School of Languages and Literatures, University of Guelph, Gueiph (Ontario), N1G 2W1. Toute personne qualifiée est encouragée à poser sa candidature; toutefois, ce concours s'adresse en priorité aux citoyens ou résidents canadiens. L'Université souscrit à un programme d'acces à l'égalité d'emploi et cherche à favoriser la diversite au niveau de son personnel. Elle encourage les candidatures d'autochtones canadiens, de personnes handicapées, de membres de minorités visibles et de femmes.

FILM & VIDEO

■ **YORK UNIVERSITY** — The Department of Film & Video, York University, invites applications for a full-time tenure-track position at the level of assistant professor in Production, effective July 1, 2004 (subject to budgetary approval by the University). Responsibilities of the position will include the teaching of a full range of undergraduate and graduate courses embracing both the technical and creative aspects of film and video production, with particular specialization in all aspects of narrative fiction filmmaking and an emphasis in one of the following: writing for the screen, directing actors, or lamplianty with digital post-production techniques. A particular responsibility involves the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committees, administrative assignments and curriculum assessments. Applicants for the position must hold a post-graduate degree or diploma in a relevant discipline or equivalent. Demonstrated excellence, with at least five yeais professional experience as a film or video maker, is essential, as is teaching experience in a post-secondary film and video programme. Salary is commensuiate with experience and qualifications. The deadline for receipt of applications is December 10, 2003. A letter of application, curriculum vitae and three letters of reference must be sent to: Brenda Longfellow, Acting Chair, Department of Film & Video, Room 222, Centre for Film & Theatre, York University, 4700 Keele Stieet, Toronto, ON M3J 1P3. York University has an Affirmative Action Program with respect to its faculty and fibrarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities, and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Film & Video welcomes applications from persons in these groups. The affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affiiemive action office at 416-736-5713. Canadian citizens and permanent residents will be considered fiist for this position.

FINANCE

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Richard Ivey School of Business (Ivey) seeks candidates for one probationary (tenure track), tenured or limited term position in the Finance area group. The position is available to begin in July 2004. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. The School supports high quality faculty research. Excellence in teaching and course development is highly valued. Teaching at Ivey is primarily by the case method. The Finance area group currently has ten full-time faculty members (approximately 70 full-time faculty in total). The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide as top business school. The internationally renowned Wall Street Journal again confirmed, in 2002, that Ivey is one of the top business schools in the world; Ivey was rated the #1 business school outside the U.S. Ivey was ranked in the top 20 by Financial Times in 2002 rankings. Ivey was ranked as a Tier 1 school in the 2002 Business Week rankings. The School's major activities include: a highly regarded MBA program and a selective undergraduate program, a well established doctoral program; as well as an expanding portfolio of programs for executives. The School is located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. The Canadian Executive MBA facilities are situated in Mississauga, just outside of Toronto. Road, air and train links to major Canadian and U.S. cities are excellent. The School is part of a larger University community with approximately 26,000 full-time students. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Craig Dunbar, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Candidates will be interviewed at both the FMA and AFA meetings. Applications must be received by October 1, 2003 for candidates to be eligible to be interviewed at the FMA meetings and by December 15, 2003 for candidates to be eligible to be interviewed at the AFA meetings. Phone: 519-661-3716, Fax: 519-661-3959, E-mail: cdunbar@ivey.uwo.ca, www.ivey.uwo.ca.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Richard Ivey School of Business (Ivey) at the University of Western Ontario seeks nominations and applications for the Ben Graham Chair in Value Investing (supported by Fairfax Financial Holdings Limited) in the Finance area group. The position is available to begin as early as July 2004. Candidates at the tenured Associate/Professor ranks will be considered. The successful candidate must have a distinguished record of research in investments, and teaching experience in investments or an interest in value investing. Teaching responsibilities will include materials development and teaching in a Value Investing course (or courses). Fairfax Financial Holdings Limited is a financial services holding company whose corporate objective is to achieve a high rate of return on invested capital and build long-term shareholder value. Ivey is Canada's premier business school and is recognized worldwide as e top business school; ranked in the top 20 by Financial Times and among the top five non-U.S. business schools by Business Week. The School's major activities include: a highly regarded MBA program and a selective undergraduate program, a well established doctoral program; as well as an expanding portfolio of programs for executives, including an expanding Executive MBA delivered in Canada and Hong Kong. The School supports high quality faculty research. Excellence in teaching, and course development is highly valued. Ivey is a case school. The Finance area group currently has ten full-time faculty members (approximately 70 full-time faculty in total). Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should send their Curriculum Vitae to Professor Craig Dunbar, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by April 30, 2004. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Phone: (519) 661-3716, Fax: (519) 661-3959, E-mail: cdunbar@ivey.uwo.ca.

■ **THE UNIVERSITY OF ALBERTA** — The School of Business invites applications for a full-time tenure-track position in Finance (rank open, position subject to funding). Anticipated start date is July 1, 2004. A PhD or equivalent is required, or candidates should be at the completion stage of their degree. The competition will remain open until the position is filled. We require a strong interest in research and the ability to teach at undergraduate, MBA and PhD levels. Experience is not necessary, but experienced candidates should show research achievements and well-established teaching records. Proficiency in English is required. Salary is commensuiate with qualifications and competitive with other Canadian institutions. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Prem Talwar, Chair, Department of Finance and Management Science, University of Alberta, Edmonton, Alberta, Canada T6G 2R6. Telephone: (780) 492-2457; Fax: (780) 492-3325; E-mail: Prem.Talwar@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta relies on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

FINE ARTS

■ **MOUNT ALLISON UNIVERSITY** — The Department of Fine Arts invites applications for a tenure-track position in Painting and Drawing, subject to budgetary approval. The candidate should have a completed M.F.A. with a commitment to studio practice and be critically engaged with a demonstrated competence in another studio area. Preference will be given to candidates with experience in digital and/or time-based media. The appointment will be made at the rank of Assistant Professor and will commence on July 1, 2004. Applications should include: a letter of application; a curriculum vitae; 20 slides and/or other documentation of recent work; an artist's statement; sample course outlines; teaching evaluations or other evidence of effective teaching; and three letters of reference forwarded by the referees. To ensure full consideration, complete applications, including letters of reference, should be submitted by 1 December 2003 to: Professor Thaddeus Holownia, Chair of the Search Committee, Department of Fine Arts, Mount Allison University, 52 York Stieet, Sackville, NB E4L 1C9, Fax: 506-364-2606 Email: holownia@mta.ca. Mount Allison is a highly respected, small (2500 students) undergraduate institution. The Department of Fine Arts, with a faculty of seven, technical support, and approximately 115 studio students offers a BFA and a BA with majors and minors in studio art and art history, and studio courses in drawing, painting, photography, printmaking, open media and sculpture. The Owens Art Gallery, with a programme of contemporary and historical exhibitions and visiting artists' presentations, provides important support to the Department. For further information see our website: http://www.mta.ca/faculty/arts-letters/finearts/. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men including aboriginal peoples, persons with disabilities, and members of visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canadians and permanent residents should indicate their citizenship status in their application.

■ **THE UNIVERSITY OF TORONTO** — The Department of Fine Art invites applications for a tenure stream position (open rank) to begin July 1, 2004. Specialization East Asian art and architecture. PhD required. Candidates will be expected to have an outstanding record of scholarly achievement and to be excellent teachers. Salary commensurate with qualifications and experience. Please submit CV and select publications and arrange to have three letters of reference sent directly to: Marc Gotlieb, Chair, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario M5S 3G3. Deadline for applications is December 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF TORONTO** — The Department of Fine Art invites applications for a tenure stream position at the rank of Assistant or Associate Professor, to begin July 1, 2004. Specialization European Architecture, 1500-1800. PhD or equivalent required. Candidates will be expected to have a high record of scholarly achievement and to be excellent teachers. Salary commensurate with qualifications and experience. Please submit CV and select publications and arrange to have three letters of reference sent directly to: Marc Gotlieb, Chair, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario M5S 3G3. Deadline for applications is December 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

FORENSIC SCIENCE

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the area of Forensic Science at the rank of Assistant Professor commencing July 1, 2004. This position is subject to final budgetary approval. A PhD in disciplines related to Forensic Science, such as Anthropology, Criminology, Biochemistry, Toxicology, Biology, or Psychology is required as well as substantial evidence of excellence in research and teaching. Contact: Dr. Bruce Nickel, Chair, Forensic Science Appointments Committee, University of Windsor, Windsor, ON N9B 3P4 Tel: 519.253.3000 extension 2323. Fax 519.971.3610. E-mail: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Directot, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

FRANÇAIS

■ **L'UNIVERSITE DE WINDSOR** — Le programme d'Etudes françaises sollicite des candidatures pour un poste de professeure ou professeur au rang d'adjoint menant à la permanence dans les domaines suivants : Linguistique ou ethnolinguistique du français avec une spécialisation en dialectologie franco-canadienne. Le poste sera comblé sous reserve d'approbation budgetaire. La date d'entrée en fonction prevue est le 1 juillet 2004. Contacter Dr. Veronica Fraser, Directrice, Etudes françaises, Langues, littératures et cultures, University of Windsor, Windsor, ON N9B 3P4 Telephone: 519 253-3000 poste 2062, Télécopieur : 519.971.3648 Courriel: vfraser@uwindsor.ca. Pour toute information supplémentaire concernant cette offre d'emploi ou la politique d'embauche de l'Université de Windsor, veuillez contacter Mme Janice Drakich, Directrice, Faculty Recruitment, en composant le 1-877-665-6608 ou en envoyant un message à recruit@uwindsor.ca.

CAREERS CARRIÈRES

FRENCH STUDIES

■ **THE UNIVERSITY OF GUELPH** — The Département d'études françaises of the School of Languages and Literatures of the invites applications for a tenure-track position in French Studies (specialisation in French and/or Francophone Literature) at the rank of Associate Professor, effective July 1 2004. Duties will include the teaching of undergraduate courses in literature and in French as a second language. PhD in French Studies, publications in the field of interest, native or near-native fluency in English and French and language-teaching experience in French are required. Priority will be given to candidates with wide ranging interests particularly in the fields of Intermediality or Politics and Aesthetics of Literary Representation. Salary will be commensurate with the candidate's qualifications and experience. Applications consisting of a letter of introduction, curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent by December 15, 2003 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF GUELPH** invites applications for a tenure-track position in French and European Studies (specialisation in contemporary French culture) at the rank of Assistant Professor, effective July 1st 2004. Strong academic credentials and the ability to teach undergraduate courses in French as a second language and Contemporary French Culture/Literature/Film courses in English are essential. PhD in French Studies, publications in the field of interest, native or near-native fluency in English and French and language-teaching experience in French are required. Priority will be given to candidates whose research has a pan-European perspective. Salary will be commensurate with the candidate's qualifications and experience. Applications consisting of a letter of introduction, curriculum vitae, three letters of recommendation and a selection of teaching evaluations should be sent by December 31, 2003 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in French Language and Literature in the area of French Linguistics or Ethnolinguistics, with specialisation in Franco-Canadian dialectology at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Veronica Fraser, Chair, French Studies, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253 3000, Ext. 2062, Fax: 519.971.3648, Email: vfraser@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

GEOGRAPHY

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Geography invites applications for a tenure-track position in Physical Geography. The successful candidate will be required to teach undergraduate and honours level courses related to climatology, earth science and the environment. Expertise in stable isotope geochemistry is required. Although we are in the first instance seeking a physical geographer, we also welcome applications for a position in Human Geography; the successful applicant in this case must be able to teach a range of undergraduate and honours level courses, including demography, global issues, the new cultural geography, and urban geography. Ability to teach the philosophy of geography and the history of geographical thought would be an asset. Applicants must hold a PhD, have proven excellence in teaching, and have a demonstrated commitment to an active research program. Appointments will be at the Assistant Professor level and will commence on July 1, 2004. Applications, including a complete curriculum vitae and the names of three referees, should be sent to Dr. Danny Blair, Chair, Department of Geography, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9 before November 30, 2003. This position is contingent upon budgetary approval. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Geography is seeking a faculty member in the area of International Development. The appointment may be made at the Assistant (probationary or limited term), Associate (probationary or tenured) or Full (tenured) Professor level. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The candidate must have a PhD and a record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research in the environmental, social, economic, demographic or cultural aspects of international development. Established contact with government agencies, the private sector and non-governmental organizations is desirable. Geographic focus can be on Latin America and the Caribbean, Africa or the Asia-Pacific region. The ability to teach a regional geography course is desirable. We seek applicants whose interests fit the departmental foci in urban geography, health geography, water and environmental and technological hazards, and who can collaborate with existing geography faculty members as well as those in other departments. The appointment will be effective July 1, 2004. Salary will be commensurate with experience. Further information about the department may be found at: http://geography.ssc.uwo.ca. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Dr. Roger H. King, Professor and Chair, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2, Canada, Tel: (519) 661-3653; Fax: (519) 661-3750, E-mail: king@uwo.ca. Closing date is December 15, 2003 or until position is filled. E-mailed applications will not be accepted. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Geography is seeking a faculty member in the area of Health Geography. The appointment may be made at the Assistant (probationary or limited term), Associate (probationary or tenured) or Full (tenured) Professor level. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The candidate must have a PhD and a record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research in the environmental (physical or social) determinants of population health. We seek applicants whose interests complement current departmental strengths and interests in the areas of urban geography, hazards, water, and international development. There are excellent opportunities for collaboration with existing geography faculty members as well as those in other academic units, such as the Faculty of Medicine & Dentistry, the School of Nursing, and the Departments of Epidemiology and Biostatistics, Sociology, and Psychology. Experience with governmental agencies and links to the public health community would be considered an asset. The appointment will be effective July 1, 2004. Salary will be commensurate with experience. Further information about the department may be found at: http://geography.ssc.uwo.ca. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Dr. Roger H. King, Professor and Chair, Department of Geography, Social Science Centre, The university of Western Ontario, London, Ontario, N6A 5C2, Canada, Tel: (519) 661-3653; Fax: (519) 661-3750, E-mail: king @uwo.ca. Closing dates December 15, 2003 or until position is filled. E-mailed applications will not be accepted. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for a tenure-track position in Physical Geography at the level of Assistant Professor. Applicants should have research and teaching interests in geomorphology that contribute to existing departmental strengths in watershed processes, hydrology, and human impacts on the environment. Candidates should have demonstrated excellence and high promise in research, and have a strong commitment to excellent teaching. The successful candidate will be expected to develop an externally funded research program, and contribute to the teaching of physical geography and environmental studies in our undergraduate and graduate programs. The appointment will be effective July 1, 2004 and is subject to final budgetary approval. Candidates should submit, in hard (not electronic) copy, a letter of application, together with a curriculum vitae and the names, affiliations and e-mail addresses of four referees, to arrive no later than January 12, 2004. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority. All enquiries and applications should be directed to: Professor David Ley, Chair, Search Committee, Department of Geography, 1984 West Mall, University of British Columbia, Vancouver, BC V6T 1Z2, Canada, Fax: (604) 822-6150, Web address: www.geog.ubc.ca, E-mail: dley@geog.ubc.ca.

■ **SIMON FRASER UNIVERSITY** — The Department of Geography seeks to appoint an Assistant Professor in Cartography and Geovisualization. This position is a tenure-track appointment starting September 1, 2004. Applicants must have a PhD by time of appointment, and show clear promise of excellence in research and effectiveness in teaching at undergraduate and graduate levels. In addition to teaching courses in cartography and geovisualization, the candidate should be able to teach in cognate areas in the undergraduate Spatial Information Systems certificate program (which includes GIS, Spatial Analysis, Quantitative Methods and Remote Sensing) or in other systematic areas in Geography. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and gay men and lesbians. Applicants should forward a curriculum vitae, statement of interest, and sample of research writing to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6. They should also arrange for three confidential letters of reference to be sent to the department under separate cover. Consideration of applications will begin on January 5, 2004. For additional information see http://www.sfu.ca/geography. The position is subject to final budgetary approval.

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Department of Social Sciences, University of Toronto at Scarborough, invites applications for a budget-approved, full-time, tenure track position at the Assistant Professor rank in Social Geography commencing 1 July, 2004. We are especially interested in candidates whose research integrates work from across the social sciences: notably sociology, anthropology, or political science. Preference will be given to candidates able to contribute to a cognate program (City Studies, Health Studies, International Development Studies, or Women's Studies). The appointee will contribute to graduate teaching and supervision (in the Department of Geography and undergraduate teaching in the Department of Social Sciences. The successful candidate will be expected to develop an externally funded research program. A PhD in geography or a closely related discipline is required as well as an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. Additional information on the Department of Social Sciences can be found at http://www.utsc.utoronto.ca/~socsci. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Candidates should send their curriculum vitae, statements of teaching specialization and research interests, and copies of reprints, as well as arrange to have letters from three referees forwarded by 4 December, 2003 to: Professor John Hannigan, Interim Chair, Department of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4. This competition will remain open until the position is filled. Canadian citizens and permanent residents will be considered first for this position.

■ **McMASTER UNIVERSITY** — The School of Geography and Geology invites applications for a tenure track position at the Assistant or Junior Associate Professor level beginning July 1, 2004 in Social Geography and Health. (http://www.science.mcmaster.ca/geo/). The successful candidate must have a PhD in hand at time of appointment in geography or a related field. The will be expected to develop a strong program of research, graduate supervision, and scholarly publication in the geography of health, health policy and/or health services. In addition, the candidate will have demonstrated expertise in qualitative or mixed methodologies. The applicant will be expected to have a strong commitment to undergraduate and graduate teaching within the School. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. The evaluation of candidates will begin on January 5, 2004 and will continue until the position is filled. Applicants should send a cover letter outlining their research interests, a copy of their curriculum vitae, brief teaching dossier (i.e. statement of teaching philosophy (max. 2 pp.) and evidence of teaching effectiveness) along with contact information for three referees (address, phone number and e-mail) and copies of no more than three reprints or work in progress to: Dr. Hok Woo, Chair, Search Committee, School of Geography and Geology, McMaster University, Hamilton, ON L8S 4K1, Tel: (905) 525-9140, ext. 23526, Fax: (905) 546-0463, Email: woo@mcmaster.ca.

■ **QUEEN'S UNIVERSITY** — The Department of Geography invites applications for a three-year non-renewable position in Human Geography at the Assistant Professor level beginning July 1, 2004. We seek an individual who combines a demonstrated commitment to excellence in teaching with the potential for independent research and scholarship in an area that complements existing departmental research strengths in a field of Human Geography. Preference will be given to candidates whose research (or could be) applicable to the regional context of North America. The successful candidate will contribute to teaching in both the undergraduate and graduate programs but will also be expected to be engaged in independent research and scholarly activities, and to participate in the affairs of the department. Applicants can learn more about the Department and current faculty research interests at: http://www.geog.queensu.ca. Applicants must possess a PhD or expect to complete their doctorate prior to taking up the appointment. The salary offered will be commensurate with qualifications and experience. Applications should include a full curriculum vitae, a statement of research and teaching interests, and samples of relevant reprints or writing. Applicants should arrange for this material and three confidential letters of reference to be sent to Dr. John Holmes, Head, Department of Geography, Queen's University, Kingston, Ontario Canada K7L 3N6, Tel: (613) 533-2903, Fax: (613) 533 6122. Review of applications will begin on December 10, 2003 and continue until the position is filled. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Physical Education and Recreation

Three positions in one or more of the following areas:

Sport Psychology
Active Children
Leisure Management
Disability
Cultural Studies and Diversity
Biological Aspects of Physical Activity

The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for three tenure-track positions. The ability to contribute to one or more of the following areas: sport psychology, active children, leisure management, disability, cultural studies and diversity and biological aspects of physical activity is desired. The appointments are expected at the rank of Assistant Professor. Suggested starting date: July 1, 2004.

The successful candidates will possess a completed doctorate and will have evidence of effective teaching and scholarly research and publication. Preference will be given to applicants who have a demonstrated research program that is competitive for national peer reviewed funding. Individuals with degrees within and outside of the fields of physical education, Kinesiology, or leisure/recreation studies are encouraged to apply.

The Faculty of Physical Education and Recreation serves approximately 950 undergraduate and graduate students. It offers several degree programs: B.A. (Recreation and Leisure Studies), B.P.E. (Bachelor of Physical Education), B.Sc. (Kinesiology), M.Sc., M.A. and Ph.D. as well as a combined B.P.E./B.ED. jointly offered with the Faculty of Education. In conjunction with the School of Business, it offers Canada's only MBA in Sport & Leisure Management.

Further information about the University of Alberta and the Faculty may be obtained from *www.ualberta.ca* and *www.per.ualberta.ca*

Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three referees (including addresses, phone/fax and e-mail addresses) on or prior to December 1, 2003, to:

Dr. Mike Mahon, Dean
Faculty of Physical Education and Recreation
W1- 34 Van Vliet Centre
University of Alberta
Edmonton, AB T6G 2H9
Phone: (780) 492-3364

For further information, please contact via e-mail:
mike.mahon@ualberta.ca
wendy.rodgers@ualberta.ca
jane.watkinson@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

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Lakehead
UNIVERSITY

VICE PRESIDENT (ACADEMIC) & PROVOST

Lakehead University is a mid-sized comprehensive university situated in Thunder Bay, Ontario on the shore of beautiful Lake Superior. The university offers over 125 undergraduate majors, 22 Masters and 2 PhD programs within its seven Faculties: Business Administration; Education; Engineering; Forestry and the Forest Environment; Professional Schools; Science and Environmental Studies; and Social Sciences and Humanities. Lakehead University, in cooperation with Laurentian University, is a participant in the Northern Ontario Medical School (NOMS).

With growing undergraduate and graduate student numbers, the university is poised to further expand its course and program offerings. The V.P. (Academic) and Provost will be expected to provide leadership over the academic functioning of the institution as it enters a period of growth. As the Chief Academic Officer, the V.P. Academic reports to the President, serves as a member of the Administrative Executive Council, and chairs Deans' Council. The Provost also serves as acting President when the President is absent for extended periods of time.

The position is supported by a Vice Provost (Student Affairs) and an Associate Vice Provost (Aboriginal Initiatives).

Required qualifications include a doctorate and academic experience appropriate for appointment as a tenured full professor in an academic unit at Lakehead University, a distinguished scholarship record, extensive administrative experience at or above the decanal level, superior interpersonal skills and a demonstrated commitment to diversity issues.

Candidates should be skilled at fiscal and personnel management, possess outstanding organizational and advocacy abilities, be able to communicate effectively with internal and external audiences, have experience with shared governance and collective bargaining, and have demonstrated fund raising skills.

Letters of application or nomination should be sent to:
Dr. Frederick F. Gilbert, President
Chair, V.P. (Academic) and Provost Search Committee
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1
Fax: (807) 346-7920; Email: fred.gilbert@lakeheadu.ca

Letters of application or nominations should address the candidate's accomplishments as an administrator, contain a complete curriculum vitae, plus the names and contact information for five references. References will not be contacted until the latter stages of applicant screening and only after notifying the candidate. Applications will be reviewed beginning **November 17**.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

McGill

Faculty of Arts / Faculté des arts

Tenure/Tenure-Track Appointments

The Principal and Provost of McGill University have approved an extraordinary initiative to renew the humanities and social sciences at McGill. During the next year, the Faculty of Arts intends to make a number of tenure/tenure-track appointments. The departments in the Faculty are:

Anthropology
Art History & Communication Studies
East Asian Studies
Economics
English
English and French Language Centre
French Language and Literature
German Studies
Hispanic Studies
History
Institute of Islamic Studies
Italian Studies
Jewish Studies
Linguistics
Philosophy
Political Science
Russian and Slavic Studies
Social Work
Sociology

The appointments will focus on, though they will not be limited to, the Faculty's several cross-disciplinary strategic research themes including Canada, Environmental Studies, Health, Cross-Cultural Studies, Languages, Social Statistics, Renaissance Studies, Conflict and Peace Studies, and Development and the New Economy. We invite applications from candidates with proven records of achievement. French is an asset. More detailed information on the specific fields sought by Departments may be obtained on the departmental web pages accessible through www.mcgill.ca/arts/. Applications must contain a curriculum vitae, statements of the applicant's research agenda and teaching philosophy, and three confidential letters of recommendation sent under separate cover by the candidate's referees at the candidate's request. Applications are to be sent to the Chair of the appropriate Department at the address indicated on the website.

Postes permanents ou conduisant à la permanence

Compte tenu du caractère essentiel que revêt la compréhension de l'expression et du comportement de l'être humain, le principal et le vice-principal exécutif de l'Université McGill ont approuvé une initiative remarquablement inventive dont le but est de donner un nouvel essor aux sciences humaines et sociales à l'Université McGill. L'an prochain, la faculté des arts entend pourvoir cinquante postes permanents/conduisant à la permanence. Les départements dans la faculté sont les suivants :

Études allemandes
Anglais
Anthropologie
Histoire de l'art et études de la communication
Économie
Études est-asiatiques
Centre d'enseignement du français et de l'anglais
Études hispaniques
Histoire
Études islamiques
Études italiennes
Études juives
Langue et littérature françaises
Linguistique
Philosophie
Sciences politiques
Études russes et slaves
Service social
Sociologie

Les postes recouperont plusieurs axes de recherche stratégique interdisciplinaires de la faculté, sans toutefois s'y limiter, axes qui englobent les études canadiennes, les études environnementales, la santé, les études transculturelles, les langues, les statistiques sociales, les études sur la Renaissance, les études sur les conflits et la paix ainsi que le développement et la nouvelle économie. Nous sollicitons les candidatures de personnes possédant un palmarès avéré de réalisations. Vous trouverez d'autres détails sur les domaines de spécialisation précis des candidats recherchés par les départements sur leurs pages Web, accessibles à l'adresse www.mcgill.ca/arts/. Les dossiers de candidature doivent contenir un curriculum vitae, une déclaration du programme de recherche du candidat et de ses principes d'enseignement, et trois lettres confidentielles de recommandation envoyées sous pli séparé par les répondants du candidat à la demande de ce dernier. Les dossiers doivent être adressés au directeur du département compétent à l'adresse figurant sur le site Web.

www.mcgill.ca

Faculty of Management / Faculté de gestion

Tenure-Stream Appointments

Applications are invited for anticipated tenure-stream appointments in the areas of:

Accounting
Finance
General Management
Information Systems
Management Science (Operations Management)
Marketing
Organizational Behaviour
Strategy and Organization

Salary and rank are commensurate with the candidate's qualifications and research record.

The Faculty of Management has over 70 full-time faculty and offers B. Com., MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to: **Associate Dean (Academic), Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5**. Closing date to receive applications is **January 31, 2004**. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

Postes permanents ou conduisant à la permanence

La faculté de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence dans les domaines :

Comptabilité
Finance
Gestion générale
Gestion de l'informatique
Sciences de la gestion (gestion des opérations)
Marketing
Comportement organisationnel
Politique générale des entreprises

Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au **Vice-doyen (affaires académiques), Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5**, avant le **31 janvier 2004**. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents.

Faculty of Engineering

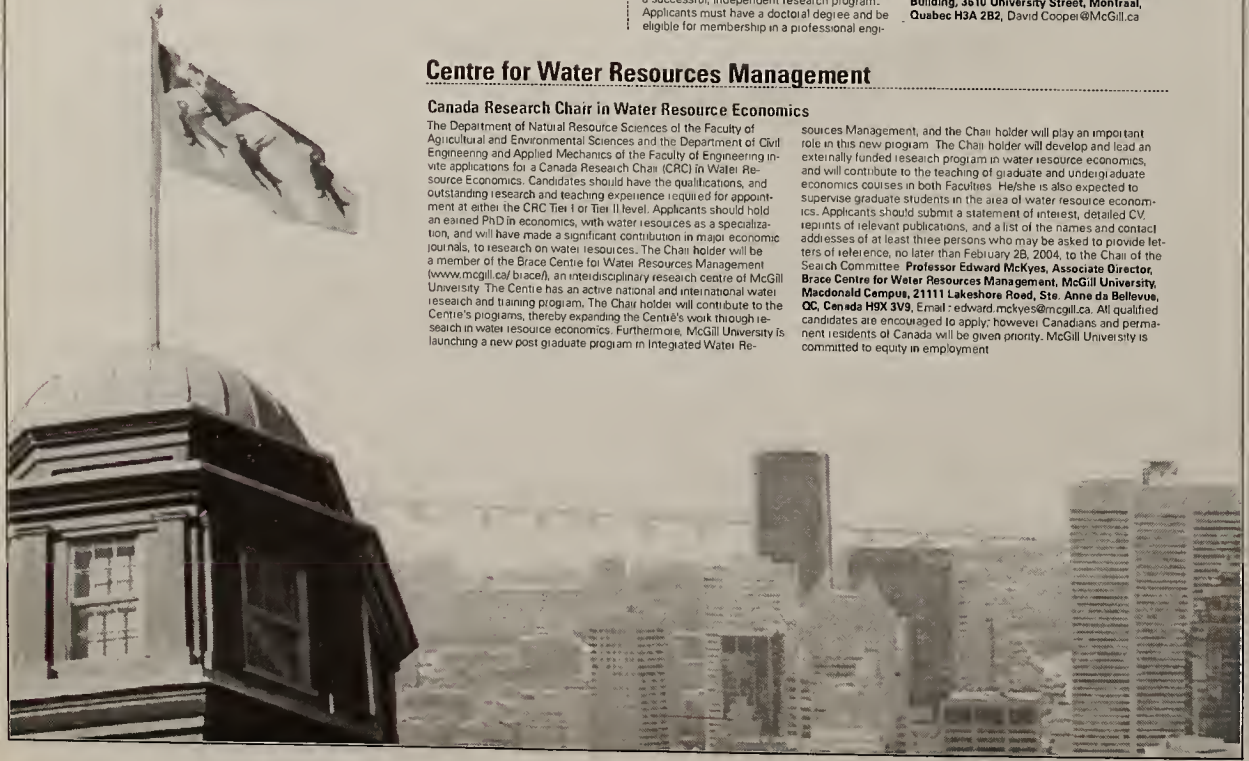
Three Assistant Professors in the Department of Chemical Engineering

The Chemical Engineering Department of McGill University invites applications for three tenure-track appointments at the level of Assistant Professor. We are particularly interested in the research areas of biomedical engineering, biochemical engineering, advanced separation processes and industrial water pollution control or desalination. However, excellent candidates with research interests in any area are encouraged to apply. In addition to a primary appointment in the Department of Chemical Engineering, one of the positions also involves membership in the Brace Centre for Water Resources Management and it is expected that the successful applicant will play an important role in the activities of this Centre. We are interested in developing interdisciplinary research across Departments and Faculties, as well as research areas that complement existing departmental strengths. The successful applicants will be expected to participate in teaching at both the undergraduate and graduate levels and to develop a successful, independent research program. Applicants must have a doctoral degree and be eligible for membership in a professional engineering licensing body. They should demonstrate evidence of outstanding potential for teaching and research. The successful candidate will join a high-profile, dynamic department of 16 tenured or tenure track staff, which includes seven recently-hired Assistant Professors. The Department has a B.Eng. program with 300 undergraduate students and about 85 graduate students are completing M.Eng., M.Sc. and PhD degrees. We have recently moved into a new building and can offer an excellent infrastructure for both teaching and research. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. The appointments will be made as soon as possible. Send resume, names of three references and elaboration concerning research and teaching interests to: **Professor D.G Cooper, Chair, Hiring Committee, Department of Chemical Engineering, M.H. Wong Building, 3610 University Street, Montreal, Quebec H3A 2B2**, David.Cooper@McGill.ca

Centre for Water Resources Management

Canada Research Chair in Water Resource Economics

The Department of Natural Resource Sciences of the Faculty of Agricultural and Environmental Sciences and the Department of Civil Engineering and Applied Mechanics of the Faculty of Engineering invite applications for a Canada Research Chair (CRC) in Water Resource Economics. Candidates should have the qualifications, and outstanding research and teaching experience required for appointment at either the CRC Tier I or Tier II level. Applicants should hold an earned PhD in economics, with water resources as a specialization, and will have made a significant contribution in major economic journals, to research on water resources. The Chair holder will be a member of the Brace Centre for Water Resources Management (www.mcgill.ca/brace/), an interdisciplinary research centre of McGill University. The Centre has an active national and international water research and training program. The Chair holder will contribute to the Centre's programs, thereby expanding the Centre's work through research in water resource economics. Furthermore, McGill University is launching a new post graduate program in Integrated Water Resources Management, and the Chair holder will play an important role in this new program. The Chair holder will develop and lead an externally funded research program in water resource economics, and will contribute to the teaching of graduate and undergraduate economics courses in both Faculties. He/she is also expected to supervise graduate students in the area of water resource economics. Applicants should submit a statement of interest, detailed CV, reprints of relevant publications, and a list of the names and contact addresses of at least three persons who may be asked to provide letters of reference, no later than February 28, 2004, to the Chair of the Search Committee: **Professor Edward McKyes, Associate Director, Brace Centre for Water Resources Management, McGill University, Macdonald Campus, 21111 Lakeshore Road, Ste. Anne de Bellevue, QC, Canada H9X 3V9**, Email: edward.mckyes@mcgill.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.



Faculty of Medicine / Faculté de médicine

Director, McGill Centre for Bioinformatics

McGill University is currently seeking a Director for the McGill Centre for Bioinformatics which will be supported by a Tier I Canada Research Chair position. In addition to outstanding biomedical research programmes, McGill University also has significant programs in genomics, proteomics, and structural biology in the Faculties of Medicine and Science. Currently within these programs there are several large-scale bioinformatics projects under way in collaboration with the Departments of Computer Science, Mathematics, and Biomedical Engineering. McGill University has a large and dynamic life sciences research community and Montreal has a burgeoning biopharmaceutical industry. The Director's mandate is to build upon existing bioinformatics research capacity at McGill, to develop training programs, to address the diversity of this field, and to coordinate the Centre's activities with other organizations, nationally and internationally. The Director will play a key leadership role in the development of bioinformatics in the Montreal research community, he or she should have demonstrated the ability to develop multidisciplinary research programs and have a clear, unique vision of the future of bioinformatics. This is an outstanding opportunity to develop bioinformatics research in an academic context. Please send a Curriculum vitae, a short statement of research interest and the names of three references to: **Chairman of the Bioinformatics Search Committee, Faculty of Medicine, McGill University, McIntyre Medical Sciences Building, 3655 Promenade Sir William Osler, Montreal, QC H3G 1Y6**

Directeur/Directrice, Centre McGill de bio-informatique

L'Université McGill est à la recherche d'un directeur pour le Centre McGill de bio-informatique qui bénéficiera d'une chaire de recherche du Canada de niveau I. En plus de programmes de recherches biomédicales remarquables, l'Université McGill mène d'importants programmes en génomique, protéomique et en biologie structurale dans les facultés de médecine et des sciences. Dans le cadre de ces programmes, plusieurs projets de bio-informatique de grande envergure sont actuellement menés avec le concours des départements d'informatique, de mathématiques et de génie biomédical. L'Université McGill possède de nombreux chercheurs dynamiques dans le domaine des sciences de la vie et Montréal a un secteur biopharmaceutique en plein essor. Le mandat du directeur est de renforcer le potentiel de recherche en bio-informatique qui existe déjà à McGill, d'élaborer des programmes de formation, de tenir compte de la diversité de ce secteur et de coordonner les activités du Centre avec celles d'autres organismes, à l'échelle nationale et internationale. Le directeur est amené à jouer un rôle dirigeant dans le développement de la bio-informatique dans le milieu de la recherche de Montréal, et il doit donc être en mesure d'élaborer des programmes de recherche pluridisciplinaire et d'avoir une vision claire et inédite de l'avenir de la bio-informatique. Il s'agit d'une occasion rêvée de développer les recherches en bio-informatique dans le milieu universitaire. Veuillez adresser un curriculum vitae, une courte déclaration de vos domaines d'intérêt en recherche et les noms de trois répondants au : **Président du Comité de sélection de bio-informatique, Faculté de médecine, Université McGill, Édifice McIntyre des Sciences Medicales, 3655 Promenade Sir-William-Osler, Montreal QC H3G 1Y6**

Faculty Positions in the Basic Science Departments

In order to complement and enhance its strengths in biochemistry and molecular & cell biology, McGill University has undertaken major developments in proteomics, bioinformatics, genomics and structural genomics with substantial funding from Genome Quebec, Genome Canada and the Canadian Foundation for Innovation. We are seeking talented investigators with interests in cell biology, molecular biology, human and mouse genetics, microbiology, biochemistry, and physiology whose work could benefit from and enhance these major initiatives. Research in the Basic Science Departments of the Faculty of Medicine is organized in four major themes: structural biology, integrative genomics, cellular information systems and molecular medicine. To support these developments, we are also soliciting applications for tenure track positions from scientists and engineers capable of developing the enabling technologies for high volume experiments and analyses. We seek individuals who have or will establish strong, independently-funded research programs in specific areas including data base development, data mining, nanotechnology, MEMS, robotics, mass spectrometry, imaging, chemical biology, bioinstrumentation, biosensors, x-ray crystallography and NMR, micro- and nano-bioinstrumentation, molecular and cellular imaging. Candidates will be considered for the new Canada Research Chairs, as appropriate. This search for talented individuals with interests and skills in interdisciplinary research is being conducted as a collaborative effort of the following departments:

Anatomy and Cell Biology
Biochemistry
Biomedical Engineering
Cancer Center
Pathology
Physiology
Microbiology & Immunology
Human Genetics
Pharmacology & Therapeutics
Epidemiology & Biostatistics
Occupational Health

Joint appointments are also possible with Departments in the Faculties of Science and Engineering, including: Computer Science, Chemistry, Physics, Chemical Engineering, Electrical and Computer Engineering, and Mechanical Engineering. The successful candidates will be appointed in the Department(s) most appropriate to their interests, field of research and potential for fruitful collaborations. The successful applicants will be members of, and expected to contribute to, the research and teaching missions of one or more of the Basic Science Departments of the Faculty of Medicine. Please send a Curriculum vitae, a short statement of research interests and the names of three referees to: **Dr. Abraham Fuks, Dean, Faculty of Medicine, McGill University, McIntyre Medical Sciences Building, 3655 Promenade Sir William Osler, Montreal, QC H3G 1Y6**

Postes en les départements de science fondamentale

Dans le but de compléménter et de développer ses bases en biochimie et en biologie moléculaire et cellulaire, l'Université McGill a entrepris une poussée dans les domaines de la protéomique, bio-informatique, génomique et génomique structurelle avec l'aide financière de Génome Québec, Génome Canada et de la Fondation canadienne pour l'innovation. Nous sommes à la recherche de scientifiques talentueux intéressés par la biologie cellulaire, biologie moléculaire, génétique humaine et de la souris, microbiologie, biochimie, et physiologie dont le travail peut contribuer à l'avancement des domaines ci-haut mentionnés. La recherche fondamentale de la Faculté de médecine s'organise autour de quatre axes principaux : la biologie structurelle, les techniques intégrées de génomique, les systèmes d'information cellulaire, et la médecine moléculaire. Pour promouvoir ces nouvelles poussees, nous vous invitons à soumettre vos candidatures à des postes permanents de scientifiques et ingénieurs pouvant développer des technologies permettant des expérimentations et analyses à grande échelle. Les individus qui ont déjà mis sur pied ou sont sur le point d'établir des programmes de recherche indépendants solides et subventionnés dans des domaines variés, dont ceux énumérés ci-après, retiendront notre attention : développement de banque de données, recherche de données/nanotechnologie, MEMS, robotique, spectromètre de masse, imagerie, biologie chimique, micro, nano et bio-instrumentation, crystallographie par rayons X, résonance magnétique neurologique (NMR), ainsi qu'imagerie moléculaire et cellulaire. Les candidats pourront admissibles aux nouvelles chaires Recherche Canada. Les candidats choisis se verront offrir un poste académique au(x) département(s) le(s) plus approprié(s). Les départements facultaires ci-dessous joignent leurs efforts de recrutement afin d'identifier des candidats démontrant des intérêts et habiletés en recherche multi-disciplinaire :

Anatomie et biologie cellulaire
Biochimie
Pathologie
Centre de cancérologie
Physiologie
Génie biomédical
Microbiologie et immunologie
Genétique humaine
Pharmacologie et thérapeutique
Épidémiologie et biostatistique
Sante au travail

Les candidats sélectionnes obtiendront un poste dans les departements les plus appropriés selon leurs intérêts, leur champ de recherche et le potentiel de collaborations intéressantes. Les candidat(e)s) choisis(tes) seront membres et devront contribuer à la recherche et l'enseignement d'un ou plusieurs départements de science fondamentale de la Faculté de médecine. Les postes multiples sont également possibles, incluant les départements suivants des facultés de science et de génie : Science de l'informatique, Chimie, Physique, Génie chimique, Génie électrique et informatique et Génie mécanique. Prière de faire parvenir son résumé accompagné d'une courte description de ses intérêts de recherche et des noms de trois évaluateurs externes à l'adresse suivante : **Doyen Abraham Fuks, Faculte de médecine, Université McGill, 3655 Promenade Sir William Osler, Montreal QC H3G 1Y6**

Faculty Positions in Structural Biology & Chemical Biology

To complement and enhance its strengths in the areas of Structural and Chemical Biology, the Department of Biochemistry, in the Faculty of Medicine at McGill University, is currently seeking candidates for tenure-track appointments at all levels. We seek expertise in macromolecular structure, particularly in the areas of high-resolution electron microscopy, NMR spectroscopy, and crystallography, and in chemical biology and chemical genetics. These recruits will strengthen the existing high-quality research being done in Structural and Chemical Biology at McGill, and will offer unique opportunities for collaborative projects. Existing facilities for structural biology and chemical biology are under expansion at McGill and include the Chemical Genetics programme in the Bellini Life Sciences Building, the crystallography groups in the Montreal Genomics and Proteomics Centre, and the McGill Centre for Structural Biology with its associated 600 MHz and 800MHz NMR spectrometers. In addition there are new collaborative initiatives amongst departments such as the CIHR sponsored graduate training program in Chemical Biology. Successful candidates will be outstanding researchers and excellent teachers. They will develop independent research programs, attract external funding and collaborate to contribute to the Structural Biology and/ or Chemical Biology efforts across the University. Suitable candidates will be considered for Canada Research Chairs, and substantial start up packages are available. We invite applications from scientists with a proven record of achievement. Candidates should submit a full curriculum vitae, a statement of research interests, goals and plans, and the names and addresses of at least three referees (and arrange for the letters of reference to be sent) to: **Professor David Y Thomas, Chair, Department of Biochemistry, McGill University, 3655 Promenade Sir William Osler, McIntyre Medical Sciences Building, Room 802, Montreal, QC H3G 1Y6, Canada**

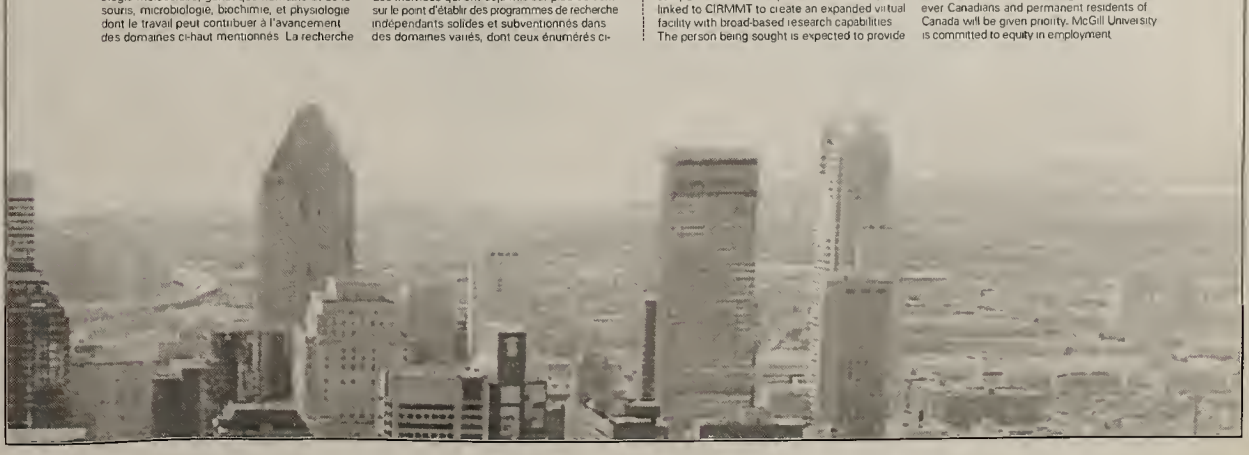
Faculty of Music

Tenure-Track Position in Violoncello

Applications are invited for a tenure track position in Violoncello at the rank of Assistant or Associate Professor, beginning academic year 2004–2005. Duties will include teaching undergraduate and graduate 'cello majors, coaching chamber music ensembles and orchestral 'cello sectionals. The candidate should have significant international performance profile and extensive teaching experience and have effective teaching, performance, organizational, and interpersonal skills. Selected candidates will be invited to teach masterclasses, present a short recital, and meet with members of the Faculty Search Committee. Applications should be received by November 30th 2003. Review of applications will begin on December 1st 2003 and continue until the position is filled. Starting date is September 1, 2004 or the successful candidate's earliest availability. Salary and rank are negotiable. Applicants should submit a curriculum vitae, a statement of professional and teaching interests, other supporting materials (eg. recent CD recordings, if available), and arrange to have three letters of reference sent to: **Prof. Douglas McNabney, Chair, Department of Performance, McGill University, Faculty of Music, 555 Sherbrooke St. W., Montreal, Quebec, Canada H3A 1E3**, Tel: (514) 398-4542, Fax: (514) 398-1540, E-mail: mcnabney@music.mcgill.ca. For further information about McGill University and the Faculty of Music, please consult our web-site www.mcgill.ca/music/. Position is subject to final budgetary approval.

Director, Centre for Interdisciplinary Research in Music Media & Technology

The Faculty of Music is seeking a Director for its Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). The Centre draws researchers from across disciplines and from a number of partner institutions. Experts in psychology and physiology, neuroscience, acoustics, audio engineering, signal processing, electrical and computer engineering, computer science, and music address the nature, creation, capture, recording, transmission, perception, and communication of sound and music. CIRMMT also fosters interaction between scientists and the creative arts.
To be housed in a new building, currently under construction, CIRMMT's facilities will include high bandwidth networked research laboratories and studios and a world-class multimedia hall, plus other facilities spread over the McGill campus and located at partner universities, all linked to CIRMMT to create an expanded virtual facility with broad-based research capabilities.
The person being sought is expected to provide dynamic and innovative leadership, and must have a strong record of significant international accomplishment in scientific research related to sound and music. The ideal candidate has a proven track record as an effective resource manager, team builder, communicator, and financial expert capable of leading a complex research enterprise. Previous administrative experience is required. Fluency in French is an asset. The position will be a tenured or tenure-track position in the Faculty of Music and will entail teaching and supervision of doctoral and post-doctoral research. Applicants should forward a curriculum vitae and three letters of support to: **Dr. Don McLean, Dean, Faculty of Music, McGill University, 555 Sherbrooke St. W., Montreal, QC H3A 1E3**. Review of applications will commence January 12, 2004. All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.



CAREERS CARRIÈRES

GERMANIC & SLAVIC STUDIES

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track appointment at the Assistant Professor level, beginning September 1, 2004. In keeping with the strengths of the University of Waterloo, the department is seeking a researcher and teacher to contribute to the department's focus areas: undergraduate language and culture studies and graduate studies in critical studies and applied linguistics. The successful applicant must be a native or near-native speaker of German, hold a PhD or equivalent (by date of appointment) with a specialization in any area of applied linguistics and humanities computing; a dedicated teacher at the undergraduate and graduate levels, and a strong committed researcher, with an interest in interdisciplinary humanities computing research. Knowledge of Russian and ability to work in Slavic languages is a definite asset. Applications should include a Curriculum Vitae, evidence of teaching accomplishment, and at least one sample of recent research work. Confidential letters from three referees are required. In order to be eligible for consideration, applications and letters of reference must be received by December 1, 2003. Please send applications and letters of reference to Dr. Robert Karpiak, Acting Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Tel: 519-888-4567, ext. 2428; Fax: 519-746-5243, e-mail: rkarpiak@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary range is commensurate with qualifications and experience. This appointment is subject to the availability of funds. Further details about the department and its mission at http://germanicandslavic.uwaterloo.ca.

GERONTOLOGY

■ **McMASTER UNIVERSITY** — The Department of Political Science and the Programme in Gerontological Studies invite applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2004. The appointment will be held jointly in Political Science, a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Political Science, and in Gerontological Studies, an interdisciplinary undergraduate degree programme with a commitment to utilizing innovative teaching methods such as inquiry, problem based and experential learning. Further information on the Department of Political Science and the Gerontological Studies Programme can be found at www.socsci.mcmaster.ca. Preference will be given to candidates with a completed PhD in Political Science or its equivalent but candidates who are near completion may also be considered (ABD). The successful candidate should have a strong background in comparative public policy and aging. He or she will be expected to carry out an independent research programme yielding significant peer-reviewed publications in the fields of political science and gerontology; compete successfully for external funding to support this research programme; teach effectively in undergraduate lecture, inquiry and seminar courses in Political Science and Gerontology; and engage in effective teaching and supervision of master's and doctoral students in the Department of Political Science. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing, three letters of reference and teaching dossier including outlines for a gerontology course and a graduate level political science course should be sent to: Dr. Tony Porter, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Canada or Dr. Margaret Denton, Director, McMaster Center for Gerontological Studies, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Canada. The closing date for applications is January 15th, 2004.

HISTOIRE

■ **L'UNIVERSITÉ D'OTTAWA** — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire du Moyen-Orient et de l'Afrique du Nord. Entrée en fonction: le 1er juillet 2004. Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en anglais et l'aptitude à enseigner en français dans les plus brefs délais sera considérée comme un atout. Afin d'obtenir la permanence, le candidat devra être capable d'enseigner en anglais et en français. Rang: Professeur adjoint. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: le 1er décembre 2003. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

■ **L'UNIVERSITÉ D'OTTAWA** — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire des États-Unis avant 1877. Entrée en fonction: le 1er juillet 2004. Exigences: la préférence sera accordée aux candidats qui possèdent un doctorat, des publications et de l'expérience en enseignement. Le candidat devra enseigner en français dès son embauche. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence. Rang: professeur adjoint. Salaire: selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection (États-Unis), Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5, Canada. Date limite pour soumettre sa candidature: le 1er décembre 2003. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

HISTOIRE DE L'ART

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département d'arts visuels annonce l'ouverture d'un poste de professeur en théorie et histoire de l'art à temps complet au rang d'adjoint conduisant à la permanence. Le Département offre un programme de B.A. avec concentration en arts visuels et un Baccalauréat en arts visuels axés sur les pratiques d'atelier et la théorie. Exigences: Doctorat ou l'équivalent en histoire de l'art avec spécialisation en art moderne et contemporain; expérience en enseignement et en recherche, publications; au début de l'engagement, l'enseignement se fera principalement en anglais. La personne choisie devra éventuellement enseigner en anglais et en français; le salaire sera établi selon la convention collective de l'Université d'Ottawa. Entrée en fonction: le 1er juillet 2004. Date limite des candidatures: Le 15 janvier 2004 ou jusqu'à ce que le poste soit comblé. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. Les candidatures doivent nous parvenir accompagnées d'un curriculum vitae détaillé, d'au moins trois publications récentes, d'un dossier d'enseignement incluant les intérêts et la philosophie d'enseignement, des plans de cours et des évaluations de cours par les étudiants ainsi que les noms et les coordonnées de trois répondants. Les lettres des répondants doivent être envoyées directement au directeur du département: Penny Cousineau-Levine, directrice, Département d'arts visuels, Université d'Ottawa, C.P. 450, Succ. A, Ottawa ON K1N 6N5. Pour de plus amples informations, veuillez communiquer avec nous par courriel: artsvis@uottawa.ca par internet: www.uottawa.ca/academic/arts/arts-visuels ou par téléphone au (613) 562-5868.

HISTORY

■ **YORK UNIVERSITY** — The Department of History, Faculty of Arts, invites applications for a two-year contractually limited position at the rank of Assistant Professor in the history of Modern China since 1800. Approaches to the field may include political, social, cultural, economic, and/or gender history. Candidates are expected to teach an undergraduate course on the history of Hong Kong in each academic year. Required qualifications include a completed PhD in history or an appropriate equivalent field plus an ongoing program of research in modern China with demonstrated competence in the use of Chinese-language sources. Candidates are expected to demonstrate promise of excellence in teaching as well as in scholarly research and publication. The position, to commence 1 July 2004 and end 30 June 2006, is subject to budgetary approval. York University is an Affirmative Action employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Applicants should submit a formal letter of application, including a curriculum vitae and teaching dossier, and should arrange for three confidential letters of recommendation to arrive no later than 19 January 2004 to: Professor Marlene Shore, Chair, Department of History, 2140 Vari Hall, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3. All positions at York University can be found on York's website: www.yorku.ca/acadjobs.

KORN/FERRY INTERNATIONAL

SIMON FRASER UNIVERSITY

Vice-President, Research

Since opening in 1965, Simon Fraser University has challenged the conventional. Often ranked as the best comprehensive university in Canada, it has a spectacular record of innovation in teaching, research and community involvement. Research is a priority at SFU, and external research funding in excess of $40 million per annum flows into the University's five faculties. But there is much more to be done. SFU is ambitious in its plans to compete still more strongly for funding for Canada Research Chairs, the BC Leading Edge Chairs, Canada Foundation for Innovation proposals, new research programs in the health and life sciences, as well as the core research funding from the federal granting councils. SFU is determined to maintain a leading position in research, and you can lead the University's research mission as Vice-President, Research.

Within this flourishing research community, your portfolio will be large and diverse. You will lead by example, forge lasting relationships internally and externally, identify and secure new funding sources, and facilitate the work of your fellow research faculty. You are acknowledged as a forceful advocate in support of research. You are skilled at creating and supporting collaborations in research programs such as the Network of Centres of Excellence. Your creativity has been proven through innovative partnerships. You have an enviable reputation and presence as a researcher, and can facilitate the linkages between research, technology transfer and commercialization for the benefit of society. This is a superb opportunity to put your considerable understanding of our public policy environment, granting agencies, and research community to the strategic leadership role of Vice-President, Research at Simon Fraser University.

To explore this opportunity further and learn more about the specific requirements of this role, please log onto http://www.ekornferry.com, click "Opportunities," and enter opportunity code **DL249**.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Simon Fraser University is an equity employer and encourages applications from women, persons with disabilities, visible minorities and First Nations peoples.

KORN/FERRY INTERNATIONAL

We thank you for your response and will contact you if a meeting is required.

www.ekornferry.com

THE INNOVATOR IN EXECUTIVE SEARCH.

KORN/FERRY INTERNATIONAL

SIMON FRASER UNIVERSITY

Dean of Science

Simon Fraser University invites applications and nominations for appointment as Dean of Science for a term of five years commencing September 1, 2004.

The Faculty of Science includes the departments of Biological Sciences, Chemistry, Earth Sciences, Mathematics, Molecular Biology and Biochemistry, Physics, and Statistics and Actuarial Science. The Faculty is also a full partner in the Bamfield Marine Station and TRIUMF research consortia. The Faculty has an authorized complement of 159 FTE faculty who provide instruction to approximately 2,650 undergraduate and 415 graduate FTE students. This is a research-intensive Faculty that attracts $24 million annually in external research grants and has centres of research excellence and innovation in all departments. The Dean of Science is a member of the senior administration of the University, sharing responsibility with the President, five Vice-Presidents, and seven fellow deans for the overall management of the institution. Simon Fraser University is one of Canada's leading comprehensive universities, and seeks a Dean of Science committed to building on the Faculty's solid foundation of excellence.

The new Dean of Science will be a recognized scientist in his/her own discipline as well as a confident decision-maker, a strong academic administrator and a significant voice for the Faculty within the University community. In addition, the successful candidate is expected to be a good communicator, who is committed to research excellence, to the maintenance of the highest quality undergraduate and graduate education, and to ongoing community outreach to donors, alumni and prospective students.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and Permanent Residents will be given priority.

To explore this opportunity further, please submit your curriculum vitae to either Korn/Ferry International via www.ekornferry.com, click "Opportunities," and enter opportunity code **YB835** or by applying to Dr. John H. Waterhouse, Vice-President, Academic, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6 (email: vpacad@sfu.ca)

KORN/FERRY INTERNATIONAL

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THE INNOVATOR IN EXECUTIVE SEARCH.

CAREERS CARRIÈRES

■ **YORK UNIVERSITY** — The Department of History, Faculty of Arts, invites applications for a two-year contractually limited position at the rank of Assistant Professor in the history of Modern Europe. The successful candidate must demonstrate ability to teach an undergraduate survey course in the history of Modern Europe, as well as courses in the history of Germany, and will be encouraged to participate in the activities of the Canadian Centre for German and European Studies at York University. Required qualifications include a completed PhD in History or equivalent, and an ongoing program of research. Candidates are expected to demonstrate promise of excellence in teaching and in scholarly research and publication. The position, to commence July 1, 2004 and end June 30, 2006, is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should submit a letter of application, including a curriculum vitae and teaching dossier, and arrange for three confidential letters of recommendation to be sent no later than 2 January 2004 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 2140 Vari Hall, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. All positions at York University can be found on York's website www.yorku.ca/acadjobs.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The History Department invites applications for a tenure-track position in Canadian History at the rank of Assistant Professor effective 1 July 2004. We are seeking an historian of Canadian First Nations. The preferred candidate will have a completed PhD, an orientation to community-based research, expertise in the use of oral and documentary sources, a commitment to excellence in scholarship reflected in published or forthcoming work, and a superior record of teaching at the undergraduate and graduate levels. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. The position is subject to final budgetary approval. Applicants should include a curriculum vitae, letters of reference from three referees (under separate cover), samples of published research, and a summary of current and future research interests. These should be received by 1 December 2003. Dr. Arthur Ray, Chair of the Search Committee, First Nations History, Department of History, University of British Columbia, Room 1297 - 1873 East Mall, Vancouver, BC V6T 1Z1, Canada.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of History invites applications for a tenure-track appointment, effective 1 July 2004, at the level of Assistant Professor in the history of central Europe including Germany and/or eastern Europe (excluding Russia) since the late nineteenth century. The position is open to all fields of study. The preferred candidate will have a PhD, a commitment to excellence in scholarship reflected in published or forthcoming work, and a superior record in teaching. Applicants will be expected to be active in a broad range of programs in the department and should have a willingness to work in collaborative and inter-disciplinary research. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants must identify citizenship and immigration status. The position is subject to final budgetary approval. Applicants should include a curriculum vitae, letters of reference from three referees (under separate cover), a sample of written scholarship, a teaching dossier, and a summary of current and future research interests, and should be received by 1 December 2003. Dr. Caroline Ford, Chair, Search Committee in European History, Department of History, University of British Columbia, Room 1297 - 1873 East Mall, Vancouver, BC V6T 1Z1, Canada.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The History Department invites applications for a tenure-track position in the History of Science and Technology at the rank of Assistant Professor effective 1 July 2004. We are seeking an historian who specializes in the study of Science and/or Technology. The approach, geographical area, and period are open. The preferred candidate will have a completed PhD, commitment to excellence in scholarship reflected in published or forthcoming work, and a superior record in teaching. There is an opportunity to instruct in existing cross-appointed undergraduate courses with Philosophy such as 'Science and society in the Modern World,' and to participate in UBC's many interdisciplinary programmes and research centres. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority. The position is subject to final budgetary approval. Applications should include a curriculum vitae, letters of reference from three referees (under separate cover), a sample of written scholarship, a teaching dossier, and a summary of current and future research interests and should be received by 15 December. Dr. Dianne Newell, Chair of the Search Committee, History of Science and Technology Position, Department of History, University of British Columbia, Room 1297 - 1873 East Mall, Vancouver, BC V6T 1Z1, Canada.

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** invites applications for a Junior Canada Research Chair in American History. The position is part of the University of Toronto's Urban Society, Culture and Economy research cluster. The ideal candidate will be offered a tenure-stream position at the rank of Assistant or Associate Professor. He/she will have a PhD and a record of research and publication in American urban history. Junior (Tier II) C.R.C.s are intended for promising scholars with a strong record of already achieved research accomplishments and well-established plans for future work. (For more information on CRC positions go to http://www.chairs-gcca/). The position will provide generous research funding and other benefits. In addition to graduate courses, the successful candidate will be expected to teach general introductory and advanced undergraduate courses in late 19th and 20th century American history. The closing date for applications is December 1, 2003. Applicants should send a complete curriculum vitae, samples of publication, a teaching dossier and three letters of recommendation to Prof. Elizabeth Cowper, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ont. M1C 1A4, Canada. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF GUELPH** invites applications for a tenure track position in the history of 20th century Europe / European Studies at the rank of Assistant Professor, effective 1 July 2004 or negotiable. Preference will be given to those with a completed PhD and ability to guide student work in one of German, Spanish, French, or Italian. The appointee will be expected to contribute to undergraduate teaching at all levels in History and European Studies, and to participate in History's graduate (M.A. and PhD) activities through the Tri-University Graduate Program in History. The position is apportioned 60% History / 40% European Studies. The appointee will have demonstrated commitment to teaching and research excellence. An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. William Cormack, Chair of Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 by 16 January 2004. See: www.uoguelph.ca/history; www.uoguelph.ca/eurostudies. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a tenure track position in the history of the Middle East and North Africa. Starting date: July 1, 2004. Requirements: PhD, publications and teaching experience preferred. The candidate will be required immediately to teach in English. Ability to teach in French in the near future is an asset. The ability to teach in English and in French is a condition of tenure. Rank: Assistant Professor. Salary: according to collective agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University subscribes to an employment equity policy.

■ **THE UNIVERSITY OF OTTAWA** — The Department of History invites applications for a tenure-track position in pre-1877 U.S. history. Starting date: 1 July 2004. Requirements: PhD, publications and teaching experience preferred. The candidate will be required to teach in French at the time of hiring. The ability to teach in both English and French is a condition for tenure. Rank: Assistant Professor. Salary: according to the collective agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, (U.S.), Department of History, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Deadline for applications: 1 December 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University subscribes to an employment equity policy.

■ **THE UNIVERSITY OF GUELPH** invites applications for a tenure track position in the history of Canada at the rank of Assistant or Associate Professor, effective 1 July 2004 or negotiable. Preference will be given to those with a completed PhD and an established record in teaching, research, and advising graduate students. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in the Department's graduate (M.A. and PhD.) activities through the Tri-University Graduate Program in History. An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. David R. Murray, Chair of Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 by 16 February 2004. (See: www.uoguelph.ca/history). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **McGILL UNIVERSITY** — The Department of History invites applications for a tenure-track position at the rank of assistant professor in Roman history, effective 1 September 2004. It is expected that the successful candidate, in addition to duties in Classical history, will contribute to the offerings of the Classics Programme by the offering of one course per year in the reading of historical texts and sources in Ancient Greek or Latin. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of approach to teaching, the subject, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The review of files will begin on 20 December 2003. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **McGILL UNIVERSITY** — The Department of History and Classics Program invites applications for a tenure-track position at the rank of assistant professor in Roman history, effective 1 September 2004. It is expected that the successful candidate, in addition to duties in Classical history, will contribute to the offerings of the Classics Programme by the offering of one course per year in the reading of historical texts and sources in Ancient Greek or Latin. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of approach to teaching the subject, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The review of files will begin on 20 December 2003. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **McGILL UNIVERSITY** — To fill the John MacNaughton Chair in Classics, effective 1 September 2004, the Department of History and Classics Program announces a search for a distinguished mid-career historian of Ancient Greece. The field is open, but the department is particularly interested in applications from scholars who specialize in the Macedonian Empire and Alexander the Great, and/or in the Hellenistic world. It is expected that the successful candidate, in addition to duties in Classical history, will contribute to the offerings of the Classics Programme by the offering of one course per year in the reading of historical texts and sources in Ancient Greek or Latin. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of approach to teaching the subject, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The review of files will begin on 20 December 2003. We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

UNIVERSITY OF SASKATCHEWAN

College of Education

The College of Education invites applications for four tenure-track faculty positions. All positions begin July 1, 2004, or by mutual agreement. The College supports 1300 undergraduate students and 450 graduate students in the Ph.D., and M.Ed. programs. We also celebrate a 30-year commitment to Aboriginal education and teacher education for Aboriginal peoples.

Applicants should have an earned doctorate or expect to complete by the summer of 2004 or soon thereafter. We are seeking collaborative individuals with a commitment to excellence in teaching, research and service in education, and experience in working with diverse populations. Responsibilities for faculty positions include conducting research, teaching graduate and undergraduate courses, supervising students, and being actively involved in committees and administrative work. Preferred candidates will qualify for teacher certification and have experience working with Aboriginal peoples. Information about the College and its departments can be found at http://www.usask.ca/education/

Available positions:

Educational Psychology and Special Education
Two tenure-track faculty members with academic qualifications in either special education (Associate Professor level), or counselling and school psychology (Assistant Professor level) are sought. This growing and dynamic department is dedicated to the scholarship of discovery, integration, application, and teaching. The ideal candidate will possess a commitment to teaching, potential to develop a program of research, and a dedication to working with faculty and students in a positive collaborative environment.

Curriculum Studies
We are seeking a tenure-track faculty member in Practical and Applied Arts (PAA). This area includes home economics and vocational/industrial education in six occupational clusters: communications, agriculture, design, care and hospitality, transportation and resources. The ideal candidate will have foundational knowledge of the practical and applied arts that can assist them in developing introductory and advanced methods courses in PAA. Experience in schools is essential. This new faculty member will bring expertise to the PAA clusters utilizing an industrial arts/vocational orientation and will complement the existing expertise in Home Economics.

Educational Foundations
We are seeking a tenure-track faculty member with expertise in foundational educational theory as well as community-based education and social justice. The department desires to strengthen its central concern of social and ecological justice by welcoming a faculty member focused on leading new initiatives in study and service to youth, especially those marginalized by poverty.

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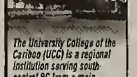
The University is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted before December 15, 2003, or until the positions are filled. Applications with curriculum vitae, a statement of teaching and research interests, evidence of teaching quality and the names of three references should be sent to:

Dr. Cecilia Reynolds
Dean, College of Education
University of Saskatchewan
28 Campus Drive, Saskatoon, SK S7N 0X1

UCC — KAMLOOPS, BRITISH COLUMBIA

THE TOTAL EXPERIENCE

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



UCC invites applications for the following position:

FACULTY MEMBER
VISUAL AND PERFORMING ARTS
Theatre
Ongoing
Competition # 03-122

For further information about this position, please visit our Web site at:

http://www.cariboo.bc.ca/hr/job.htm

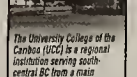
We wish to thank all applicants; however, only those under consideration will be contacted.

UNIVERSITY ...with a difference

UCC — KAMLOOPS, BRITISH COLUMBIA

THE TOTAL EXPERIENCE

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



UCC invites applications for the following position:

FACULTY MEMBER
PSYCHOLOGY
Ongoing
Competition # 03-121

For further information about this position, please visit our Web site at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

UNIVERSITY ...with a difference

CAREERS CARRIÈRES

HUMANITIES

■ **YORK UNIVERSITY** — The Division of Humanities invites applications for a two-year Contractually Limited Appointment in Islamic Studies. We seek a candidate with a completed PhD, a vigorous research agenda, and promise of excellence in teaching, with scholarly strengths to conduct research studies in Islamic Studies within both textual and contextual frameworks and to teach at all undergraduate levels. The appointment, to commence July 1, 2004, is subject to budgetary approval. Deadline to apply: December 1, 2003. A letter of application, CV, three confidential letters of recommendation and a sample of scholarly work (no longer than 20 pages) should reach the Chair by, December 01, 2003: Professor Doug Freake, Division of Humanities, York University, 206 Vanier College, 4700 Keele Street, Toronto, Ontario, CANADA M3J 1P3 (email: dfreake@yorku.ca; phone: 416-736-5158; fax: 416-736-5460). York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

HYDROLOGY

■ **BROCK UNIVERSITY** — The Department of Earth Sciences is seeking candidates for a tenure-track appointment at the Assistant Professor level to begin July 1, 2004. The successful candidate will be expected to contribute to the Earth Sciences and Environmental Geoscience programs offered by the department. We are seeking applicants in hydrogeology/hydrology or related disciplines with a focus on applied and field techniques. The successful candidate will be expected to carry a regular teaching load, including undergraduate courses in hydrogeology/hydrology at the introductory and advanced levels. The successful candidate will be expected to contribute to the Graduate Program and to relevant Department research strengths such as Quaternary sedimentary environments, Fluvial Geomorphology and low temperature geochemistry. Further information about the Department of Earth Sciences can be found at: http://www.brocku.ca/earthsciences. Candidates should have a PhD with postdoctoral experience at the time of appointment and have a strong record in, or demonstrated potential for, high quality teaching, funded research, and publication. The deadline for submissions is January 15, 2004. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applicants who are eligible for NSERC URF awards are encouraged to apply for this award. Applications, including a curriculum vitae and the names, surface and electronic addresses of three referees should be sent to The Chair, Department of Earth Sciences, Brock University, 500 Glenridge Avenue, St. Catharines, ON L2S 3A1, Tel: (905) 688-5550, ext. 3526, Fax: (905) 682-9020, e-mail: earth@brocku.ca

INTERNATIONAL DEVELOPMENT

■ **SAINT MARY'S UNIVERSITY** — International Development Studies is an interdisciplinary program at Saint Mary's University offering undergraduate degrees as well as MA degrees and a Graduate Diploma. The Faculty of Arts invites applications for a combined tenure-track position and Coordinatorship in this program at the rank of Associate level or higher commencing July 1, 2004. The specialization is open, but preference will be given to scholars in development economics or the political economy of international development, and also to those with an area interest in either Asia or Latin America. Applicants must have a PhD and be established and active scholars with a strong record of publications and successful teaching at graduate and undergraduate levels. They must also be experienced and effective administrators in the academic setting. The position will be cross-appointed to an appropriate department in Saint Mary's University. The successful candidate will be expected to support the core International Development Studies program at both undergraduate and graduate levels, participate in the supervision of Honours and Masters theses and projects, have a vision for the International Development Studies program, help develop the program, and have demonstrated skills in leading a diverse community of interdisciplinary scholars from across the University. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and courses, in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. The Faculty of Arts is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, and a teaching dossier. They should also provide the names, addresses and contact numbers for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Application packages and letters of reference should be sent directly to Dr. Esther E. Enns, Acting Co-ordinator of International Development Studies and Dean of Arts, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is January 5, 2004. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Appointment is subject to final budgetary approval; salary will be commensurate with rank.

INTERNATIONAL STUDIES

■ **THE UNIVERSITY OF TORONTO** — The Centre for International Studies (CIS) in the Munk Centre at the University of Toronto is offering a one or two-year post-doctoral fellowship beginning in September 2004. The fellowship is part of the Major Collaborative Research Initiative on the "Globalization and Autonomy" theme funded by the Social Sciences and Humanities Research Council of Canada. This interdisciplinary program brings together a wide range of scholars from around the world. CIS provides one of the institutional bases for the program, which is headquartered at the Institute on Globalization and the Human Condition at McMaster University. The fellowship is available to Canadian citizens or citizens of another country willing to relocate to Toronto for its duration. It will be awarded to an outstanding researcher working on a significant and feasible project related to the overall program themes and research questions. Other conditions apply. For further information, see the appropriate links at http://www.utoronto.ca/cis and at http://www.humanities.mcmaster.ca/~global/gaa.htm. A package containing a two-page proposal, curriculum vitae, and two confidential academic reference letters should be sent to: Professor Louis W. Pauly, Director, Centre for International Studies, University of Toronto, 1 Devonshire Place, Toronto, Ontario, Canada, M5S 3K7. The deadline is December 15, 2003.

KINESIOLOGY

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of musculoskeletal biomechanics. Candidates should have demonstrated research and teaching experience in biomechanics of human motion and tissue injury. The successful candidate will have expertise in one or more of the following areas: muscle mechanics, joint mechanics, movement/performance optimization, determination of internal muscle and tissue forces, injury mechanisms, and control of movement. The work will span basic to applied research with application to injury prevention. The candidate is expected to present both a clear path for independent research and a strong desire to work within a well equipped research team that includes a Canada Research Chair in Biomechanics and Injury Prevention. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is January 31, 2004 (or until position is filled). The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of Social and Behavioural Medicine and Physical Activity. The successful candidate must have a PhD and expertise in social and behavioural approaches to individual and community-based interventions and this expertise should be compatible with multidisciplinary approaches to health promotion, disease/injury prevention, rehabilitation and maintenance. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching and a research philosophy that embraces a range of social science perspectives. Post-doctoral experience would be considered an asset. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team approach to conducting research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from Kinesiology and related health promotion and injury/disease prevention fields such as social and preventive medicine, public health, behavioural medicine, social science and medicine, and Ergonomics. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is November 30, 2003 (or until position is filled). The expected start date for the appointment is July 1, 2004 or earlier. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of cardiovascular physiology. Candidates should have demonstrated research and teaching expertise in mechanisms of cardiac and vascular function in health and disease prevention. The successful candidate will have expertise in one or more of the following areas: exercise, oxidant-antioxidant stress, functional nutrition or cellular signaling and control mechanisms, and should have experience with techniques spanning the range from systems to molecules. The candidate is expected to present both a clear path for independent research and a strong desire to work within a well equipped research team that includes a Canada Research Chair in Vascular Biology. The candidate must have a PhD with post-doctoral research training. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is November 30, 2003 (or until position is filled). The expected start date for the appointment is July 1, 2004 or earlier. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of Social and Behavioural Medicine and Physical Activity. The successful candidate must have a PhD and expertise in social and behavioural approaches to individual and community-based interventions and this expertise should be compatible with multidisciplinary approaches to health promotion, disease/injury prevention, rehabilitation and maintenance. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching and a research philosophy that embraces a range of social science perspectives. Post-doctoral experience would be considered an asset. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team approach to conducting research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from Kinesiology and related health promotion and injury/disease prevention fields such as social and preventive medicine, public health, behavioural medicine, social science and medicine, and Ergonomics. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is November 30, 2003 (or until position is filled). The expected start date for the appointment is July 1, 2004 or earlier. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people

CAREERS CARRIÈRES

LAW

■ **McGILL UNIVERSITY** — The Faculty of Law invites applications for tenure, tenure-track, limited term and visiting positions at all ranks, in all curricular areas, embracing all theoretical and methodological perspectives. For details please visit the Faculty website: www.law.mcgill.ca/faculty/positions.en.htm. Application deadlines: January 1, 2004 for positions commencing on or about July 1, 2004, July 1, 2004 for positions commencing on or about January 1, 2005. Please note that the Faculty does not accept applications sent by electronic mail. Applications should be sent by regular mail or by fax only.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Faculty of Law invites applications for three full time tenure-track appointments, expected to commence July 1, 2004. The appointments will likely be made at the Assistant Professor level, and are subject to budgetary approval. The Faculty currently has needs in a number of legal fields. We invite applications from outstanding candidates who will normally hold an LL.B. or J.D. degree and a relevant advanced graduate degree. Enthusiasm about teaching in the first year program is an asset. Salary will be commensurate with the qualifications of the candidate. UBC's Faculty of Law, as one of the largest law schools in Canada, offers a varied program of instruction in a broad array of legal fields to a diverse group of law students. Our faculty members encourage students to develop creative and effective approaches to legal analysis and problem solving. As researchers, faculty members are engaged with and connected to academics, practitioners, and policy-makers across the globe, and are committed to ensuring that their research makes a difference — locally and globally. Accordingly, the successful candidates will have excellent academic records, demonstrated achievement or promise in legal teaching, and a commitment to contributing to the internationally acclaimed record of research and scholarship of one of Canada's premier law schools. Information about the Faculty of Law can be found at http://www.law.ubc.ca/. Applications identifying teaching and research interests, and curricula vitae, together with the names and contact information of three referees, and copies of academic transcripts should be received in hard copy on or before November 15, 2003 at the following address: Daphne Beck, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver B.C., Canada V6T 1Z1. For further information, please contact Professor Susan Boyd or Professor Phil Bryden: Fax: (604) 822-8108; Tel: (604) 822-6459 (Boyd); (604) 822-2670 (Bryden); e-mail: boyd@law.ubc.ca; bryden@ law.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadians and permanent residents will be given priority. The Faculty of Law is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

■ **THE UNIVERSITY OF VICTORIA** — The Faculty of Law at the University of Victoria invites applications for the position of Director, Academic and Cultural Support Program, commencing on or before February 1, 2004. The Director will help meet the Faculty's commitment to provide a supportive environment for Aboriginal and Special Access students. The Director will accomplish this by developing and delivering classes and tutorials to promote student success in the first year curriculum; designing and implementing cultural support activities for Aboriginal students; facilitating and supporting cultural activities for Special Access students; and counselling Aboriginal and Special Access students on an individual basis to help them succeed in their law school studies. The successful applicant will have an LL.B. with excellent teaching, writing, counselling, and organizational and supervisory skills. Demonstrated knowledge of Aboriginal groups as they relate to legal education, cultural protocols and Elders is required. Applications, accompanied by curriculum vitae, copies of transcripts and contact information for three references, should be received by November 17, 2003. Please address applications to the Appointments Advisory Committee in care of Rosemary Gaston, Committee Secretary, Faculty of Law, University of Victoria, PO Box 2400 STN CSC, Victoria, B.C., V8W 3H7. Fax: (250) 721-8146. Applications may be e-mailed to rgaston@uvic.ca to be followed by ordinary mail. Information about the Faculty of Law can be found at http://www.law.uvic.ca. Additional information about the Director's position may be obtained from Heather Raven at 250-721-8185 or hraven@uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal persons, gay men, lesbians, bisexual persons, transgendered persons and others who would contribute to diversity in the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF NEW BRUNSWICK** — The Faculty of Law invites applications for one tenure track position at the Assistant or Associate level. The appointment, which is subject to budgetary approval, takes effect on 1 July 2004. The Faculty welcomes applications from outstanding scholars of diverse perspectives and will consider an appointment in any field of expertise. The Faculty is looking for candidates who will enrich teaching and research and contribute actively to the University community and beyond. UNB's Faculty of Law is a collegial community with a deep commitment to students (230 students/20 full-time instructors) offering a strong and well-rounded LL.B programme in an intimate setting. The Hon G.V. La Forest is distinguished scholar in residence. Founded in 1892, the Faculty is home to the Canadian Bar Review/Revue du barreau Canadien, the UNB Law Journal/Revue de droit de l'UNB and a Centre for Property Studies. The Fredericton campus offers extensive opportunities for cross-disciplinary collaboration, including the NRC Institute for Information Technology, Muriel McQueen Fergusson Centre for Family Violence Research, Atlantic Human Rights Centre and Centre for Conflict Studies. Situated in the capital city of New Brunswick, the Faculty also offers opportunities to collaborate outside the University. Additional information that may be of interest to prospective faculty members can be found at law.unb.ca. Candidates will have a strong academic record and will have or will be completing graduate degree(s). They will have a record of or potential for teaching and research. Applications will be assessed beginning 15 December 2003, although later applications may be considered. A full application comprises a curriculum vitae, transcripts of university study, a brief statement of research interests and teaching experience or potential, representative sample(s) of research work, and names, postal and email addresses and telephone numbers of three referees sent to Anne Warner La Forest, Dean, Faculty of Law, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3, Telephone: (506) 453-4627, Fax: (506) 453-4604, Email: laforest@unb.ca. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is Committed to the Principle of Employment Equity.

LIBRARY

■ **THE UNIVERSITY OF TORONTO** — The Faculty of Law seeks a dynamic leader for the Bora Laskin Law Library. Reporting to the Dean of Law, the Chief Law Librarian is responsible for administration of the law library including budgeting, planning, policy formulation, technology, the development of collections, programs and services and staff management. In addition to library and law degrees, candidates will have substantial, relevant experience including several years in an administrative role in a law library, preferably in an academic or research institution. A full description of the responsibilities and qualifications for the position is posted on the Faculty of Law's website at http://www.law.utoronto.ca/. This is a permanent status stream position at the rank of Librarian III or IV to commence July 1, 2004. Appointments at this level are for a maximum seven-year term which is renewable. Applications including a curriculum vitae and the names of three references should be submitted in writing to Personnel Services, Robarts Library, 130 St.George Street, Toronto, Ontario M5S 1A5 or by fax (416) 946-5543 by January 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF WINDSOR'S** Leddy Library invites applications for two tenure-track Librarian positions in the areas of Digital Services and Arts and Social Sciences commencing as early as January 1, 2004. Rank will be commensurate with experience. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Ave, Windsor, Ontario, N9B 3P4, Phone: 519.253.3000, ext. 3161, Fax: 519.971.3638 E-mail: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or recruit@uwindsor.ca.

LINGUISTICS

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Linguistics at the University of British Columbia invites applications for a tenure-track position in Formal Semantics to begin July 1, 2004, with appointment at the rank of Assistant Professor or Associate Professor. The successful candidate should have a primary specialisation in Formal Semantics. We especially encourage applicants with research expertise in one of the following areas: Linguistic Fieldwork, First Nations (Amerindian) languages or African languages or other less well-studied languages, Language Acquisition, Language Processing, Cognitive Science. Candidates should hold a PhD and have demonstrated excellence in, and a strong commitment to, research, as well as an ability to teach a variety of courses in linguistics at the graduate and undergraduate levels. This position is subject to final budgetary approval. Please send a cover letter, curriculum vitae, representative samples of published or unpublished work, documentation of teaching effectiveness (if available), and any additional supporting documents to the address below by December 5, 2003. In addition, applicants should arrange for three letters of recommendation to be sent by December 5, 2003, under separate cover to: Dr. Joseph Sternberger, Head, Department of Linguistics, E270-1866 Main Mall, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z1. Email: sternberg@linkexchange.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **THE UNIVERSITY OF OTTAWA** — The Department of Linguistics invites applications for a tenure track position in Computational Linguistics at the Assistant Professor level, commencing July 1, 2004. Applicants should have a PhD in linguistics or related discipline with evidence of strong research potential. Applications from candidates who also have a demonstrated interest in other areas of linguistics are encouraged. Preference will be given to candidates able to teach in both English and French at the graduate and undergraduate levels within a specified period of time. The University of Ottawa is justly proud of its 150 year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. Applicants should submit a c.v., representative samples of their research, and arrange for three (3) letters of recommendation to be sent directly to Dr. André Lapierre, Chair, Department of Linguistics, University of Ottawa, P.O. Box 450, Station A, Ottawa ON Canada K1N 6N5 before December 15, 2003. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Equity is a University policy.

■ **THE UNIVERSITY OF OTTAWA** — The Department of Linguistics invites applications for a tenure track position in French Linguistics at the Assistant Professor level commencing July 1, 2004. Applicants should have a PhD in linguistics or related discipline with evidence of strong research potential. Applications from candidates who also have a demonstrated interest in other areas of linguistics are encouraged. Preference will be given to candidates able to teach in both English and French at the undergraduate and graduate levels within a specified period of time. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. Applicants should submit a c.v., representative samples of their research, and arrange for three (3) letters of recommendation to be sent directly to Dr. André Lapierre, Chair, Department of Linguistics, University of Ottawa, P.O. Box 450, Station A, Ottawa ON Canada K1N 6N5 before December 15, 2003. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Equity is a University policy.

LINGUISTICS & APPLIED LANGUAGE STUDIES

■ **CARLETON UNIVERSITY** — The School of Linguistics and Applied Language Studies invites applications for a tenure-track position in Applied Linguistics or Applied Language Studies. We seek a candidate with specialization in one or more of: second language learning, TESL/TEFL/TEAL methodology/teacher education, and language testing. Duties will include undergraduate and graduate teaching in the successful applicant's area of specialization as well as graduate student supervision. A PhD and significant evidence of ability in research and teaching are required. The appointment will be at the Assistant Professor level. Starting date, July 1, 2004. The School is a research intensive academic unit with strong undergraduate degree programs in applied and theoretical linguistics, and a well-known graduate program which includes a second/foreign language teaching stream and a linguistics/composition and literacy stream. The School also teaches credit courses in academic English and both European and non-European languages, and also includes a non-credit ESL program and a language resource centre. For further information, see www.carleton.ca/slals. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to budgetary approval. Applications should be submitted to Professor Ellen Cray, Director, School of Linguistics and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6 (ellen_cray@carleton.ca). Letters of application should be accompanied by a curriculum vitae and names and addresses of three referees, and a concise dossier that includes two samples of scholarly work and written evidence of teaching effectiveness (a teaching portfolio would be preferred). The deadline for applications is November 22, 2003.

LINGUISTIQUE

■ **L'UNIVERSITE D'OTTAWA** – Le Département de linguistique annonce un poste de professeur au rang d'adjoint en linguistique informatique, menant à la permanence, débutant le 1er juillet 2004. Les candidats doivent détenir un doctorat en linguistique ou dans une discipline connexe et avoir démontré un fort potentiel de recherche. On encourage la candidature de personnes ayant aussi un intérêt confirmé pour d'autres domaines de la linguistique. La préférence sera donnée aux candidats capables d'enseigner en anglais et en français au niveau du baccalauréat et des études supérieures à l'intérieur d'un délai fixe. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Prière de soumettre un c.v., un échantillon représentatif du dossier de recherche et de faire parvenir trois (3) lettres de recommandation directement à M. Andié Lapierre, directeur, Département de linguistique, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, ON Canada K1N 6N5 avant le 15 décembre 2003. Toutes les personnes d'ument qualifiées sont invitées à faire acte de candidature; toutefois, la priorité ira aux Canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi.

■ **L'UNIVERSITE D'OTTAWA** — Le Département de linguistique annonce un poste de professeur au rang d'adjoint —ou au rang d'agrégé — en sociolinguistique, menant à la permanence, débutant le 1er juillet 2004. Les candidats doivent détenir un doctorat en linguistique ou dans une discipline connexe et avoir démontré un fort potentiel de recherche. On encourage la candidature de personnes ayant aussi un intérêt confirmé pour d'autres domaines de la linguistique. La préférence sera donnée aux candidats capables d'enseigner en anglais et en français au niveau du baccalauréat et des études supérieures à l'intérieur d'un délai fixe. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Prière de soumettre un c.v., un échantillon représentatif du dossier de recherche et de faire parvenir trois (3) lettres de recommandation directement à M. Andié Lapierre, directeur, Département de linguistique, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, ON Canada K1N 6N5 avant le 15 décembre 2003. Toutes les personnes d'ument qualifiées sont invitées à faire acte de candidature; toutefois, la priorité ira aux Canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi.

■ **L'UNIVERSITE D'OTTAWA** — Le Département de linguistique annonce un poste de professeur au rang d'adjoint en linguistique française, menant à la permanence, débutant le 1er juillet 2004. Les candidats doivent détenir un doctorat en linguistique ou dans une discipline connexe et avoir démontré un fort potentiel de recherche. On encourage la candidature de personnes ayant aussi un intérêt confirmé pour d'autres domaines de la linguistique. La préférence sera donnée aux candidats capables d'enseigner en anglais et en français au niveau du baccalauréat et des études supérieures à l'intérieur d'un délai fixe. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. Prière de soumettre un c.v., un échantillon représentatif du dossier de recherche et de faire parvenir trois (3) lettres de recommandation directement à M. Andié Lapierre, directeur, Département de linguistique, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, ON Canada K1N 6N5 avant le 15 décembre 2003. Toutes les personnes d'ument qualifiées sont invitées à faire acte de candidature; toutefois, la priorité ira aux Canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi.

MANAGEMENT SCIENCES

■ **THE UNIVERSITY OF WATERLOO** — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for two tenure-track faculty positions at the Assistant or Associate Professor level in the areas of Managerial Economics/Technology Management, Behavioural Information Systems or Operations Research. We are seeking individuals with a PhD who are committed to excellence in undergraduate and graduate teaching, development of a strong research agenda, and who are capable of graduate student supervision at the Master's and PhD level. Strong preference will be given to applicants with interdisciplinary interests, whose research is of particular relevance within an Engineering Faculty, and whose work is closely linked to areas of interest to students and other faculty in the Department. A complete description of the Department of Management Sciences and more information about these positions can be found in the department web site at http://www.mansci.uwaterloo.ca/index.html. UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply;

Employment

Tenure-Track Faculty Positions Department of Education

Recognized as a leader in innovative education and academic excellence, Mount Saint Vincent University (MSVU) is primarily an undergraduate university with strong programs in arts, sciences and professional areas. The University also offers graduate programs in six areas.

MSVU's Department of Education is one of the largest programs in the Atlantic provinces. Noted for its innovative pedagogy and delivery methods, the Department offers a broad range of programs on campus and at a distance in Canada and in a number of international locations.

The Department seeks applications for the following positions, normally at the Assistant Professor level, to start July 1, 2004. Responsibilities will include classroom and distance teaching, research and/or professional activity, and collegial service.

Preference will be given to candidates who can contribute to the Department's Bachelor of Education and Master of Education programs in the following areas:

1. Literacy Education (arts-informed education, literacy education and information technologies, adult literacy and at-risk literacy)
2. Inclusive Practices for students with exceptionalities
3. Science Education (elementary and/or secondary)
4. Mathematics Education (elementary and/or secondary)
5. Social Studies Education (elementary and/or secondary)
6. Adult Education
7. Measurement and Evaluation
8. School Psychology

Applications are encouraged from candidates who can teach across two or more of these areas. Expertise in the application of educational technology will be considered an advantage for all positions.

Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is expected. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Please submit applications by **January 9, 2004** to:

Dr. Andrew Manning
Chair, Department of Education
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
Email: andrew.manning@msvu.ca

All positions remain open until filled. Applications must include a curriculum vitae, the names and contact information for three references, and a statement of teaching and research interests.

Mount Saint Vincent University is committed to the principles of employment equity. All qualified candidates are encouraged to apply, however, priority will be given to Canadians and permanent residents.

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CAREERS CARRIÈRES

however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Applicants should submit their curriculum vitae, a copy of graduate transcripts, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Review of applications will begin by November 1, 2003, and applications will be accepted until the position is filled.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Richard Ivey School of Business seeks candidates for a position in the Management Science teaching group. The Management Science group supports research in all applied areas of management science. Current faculty interests include: strategic management science, revenue management, health care applications, reliability and Bayesian statistics. The group has grown considerably over the last few years and supports a growing PhD Program. The Richard Ivey School of Business invites applications for a faculty position in the Management Science Area Group as a Sharcnet Research Chair. Candidates at the Assistant, Associate, or Professor rank will be considered. This position is available as of July 2004. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching and will have a PhD (or equivalent) in MS/OR, Statistics or a closely related field. An interest in developing courses for an executive audience is highly valued. Ability and willingness to teach the core MBA management science/statistics course (including data analysis, excel modeling and management science) is essential. The development of teaching materials for an MBA audience is highly valued. In addition to its MBA, undergraduate and doctoral programs, the School offers Executive MBA and short courses at its facilities in Mississauga, Toronto, London and Hong Kong. The opportunity to be involved in state-of-the art computing initiatives exists since UWO is one of the Sharcnet partners. Sharcnet is a distributed network of high-performance computing clusters based in five universities in Southwestern Ontario. More information about Sharcnet can be found at www.sharcnet.ca The Richard Ivey School of Business is Canada's premier business school, recognized worldwide for the quality of its management education and research. The Richard Ivey School has been rated the number one business school outside the United States and among the top ten worldwide among large business schools by the Wall Street Journal. The Financial Times ranks the School as number one in Canada and number eighteen in the world for MBA education. The School is located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is January 10, 2004. Please send applications and requests for further information to: John WilsonProfessor, MSIS, The Richard Ivey School of Business, The University of Western Ontario, 1151 Richmond Street North, London, Ontario, Canada, N6A 3K7. Tel: 519-661-3867. Fax: 519-661-3485. E-mail: jwilson@ivey.uwo.ca.

MARKETING

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Division of Management invites applications for a tenure-stream position in Marketing. The position will begin on July 1, 2004. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD in Marketing on appointment (or soon thereafter). Particular attention will be given to applicants with a research focus in Consumer Behavior. Duties include undergraduate teaching in marketing at the University of Toronto at Scarborough, MBA teaching in marketing at the Joseph L. Rotman School of Management on the St. George campus, and research. The appointee will be expected to develop an externally funded research program. Additional information on the Division can be obtained on the divisional website: http://www.utsc.utoronto.ca/~mgmt/. The deadline for applications is November 15th, 2003. Please send applications to: Professor Michael Kiashinsky, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto ON M1C 1A4(krash@utsc.utoronto.ca). Applications should include: curriculum vitae, letters from three referees, papers, and any record of teaching performance. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

MATHEMATICAL & STATISTICAL SCIENCES

■ **THE UNIVERSITY OF ALBERTA** — Candidates are invited to apply for a tenured or tenure-track Junior Canada Research Chair position in Biostatistics (85-02). The appointment will be at the Assistant or Associate Professor level. We are looking for candidates with a PhD in biostatistics or statistics, excellent communication and teaching skills, outstanding research and leadership potential. We are particularly interested in candidates with research areas that include development and applications of statistical methods in the area of public health sciences. The Department has an active group of statisticians working in the areas of biostatistics, environmental statistics, statistical inference, sampling theory and probabilistic modelling. The department also houses the Centre for Mathematical Biology with active interest in the mathematical modelling of human diseases among various other topics. These are many applied mathematicians in the department who are working on modelling climate, which has a significant impact on emerging diseases. We have an excellent collaborative relationship with the Department of Public Health Sciences that houses several epidemiologists and biostatisticians. The Department of Biological Sciences and the Department of Earth and Atmospheric Sciences also provide excellent opportunities for collaborations with interest in human health. Edmonton is a beautiful and affordable place to live with many national parks in the close vicinity. It offers opportunities for excellent cultural as well as outdoor activities. For more information about the Department and our University, please see our web page: http://www.math.ualberta.ca. Application should include a curriculum vitae (including a list of publications), a research plan, a teaching dossier, as well as previous grants and all mentoring experiences. Candidates should arrange for at least three confidential letters of reference to be sent to: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The closing date for applications is January 5, 2004. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence. For information about the Canadian Research Chair program please go to http://www.chairs.gc.ca.

MATHEMATICS

■ **DALHOUSIE UNIVERSITY** — Applications are invited for a tenure-track position in Applied Mathematics at the Assistant Professor level commencing July 1, 2004. The successful candidate will be expected to develop excellence in research and teaching, supervise graduate students and interact with related established groups within the department. Exceptional candidates at the Associate Professor or Professor level may be considered, as may outstanding candidates in other fields. Applicants should send a current CV including a list of publications, statement of research and teaching objectives and the name, address and email address of 3 referees. The deadline for applications is December 1, 2003. Applications should be sent to: Dr. P. Keast, Chair, Department of Mathematics & Statistics, Dalhousie University, Halifax, NS, B3H 3J5, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **MOUNT ALLISON UNIVERSITY** — The Department of Mathematics and Computer Science invites applications for a tenure-track appointment, subject to budgetary approval. Candidates should have or be nearing completion of a PhD, and have a strong commitment to undergraduate teaching and research. The successful candidate will be expected to teach a range of undergraduate courses, including at least one mathematics course at the introductory level. The appointment will be made at the rank of Lecturer, Assistant or Associate Professor, depending on qualifications, and will commence on July 1, 2004. Applicants should include a full curriculum vitae and should ask three or more referees to send letters of reference directly to the address below. The names and addresses (including phone, fax numbers and e-mail address) of the referees should be listed in the application. Dr. Art Miller, Chair of the Search Committee, Department of Mathematics & Computer Science, Mount Allison University, 67 York Street, Sackville, NB E4L 1E6, Fax: (506) 364-2583, Email: mathcsjob@mta.ca. The closing date for receipt of applications is December 31, 2003. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Canadians and permanent residents should indicate their citizenship status in their application.

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives, and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics has four departments and one school: Departments of Applied Mathematics, Combinatorics & Optimization, Pure Mathematics and Statistics & Actuarial Science, and a School of Computer Science. In addition to departmental and interdepartmental academic undergraduate programs, the Faculty has major programs combining studies in mathematics and computer science with business and accounting. There are approximately 160 faculty and 100 administrative and technical staff in the Faculty, which has a combined undergraduate and graduate enrolment of more than 4500 students. Students in the Faculty of Mathematics take a common set of courses in algebra, calculus, discrete mathematics, statistics and probability in the first two years of their programs. The Faculty is seeking candidates for limited-term positions (two or three years) as lecturers who are able to teach elementary courses in two or more of the areas mentioned above. Candidates with a PhD degree are preferred, although those with a Masters degree will also be considered. Candidates must provide evidence of demonstrated or potential excellence in teaching. Successful candidates may be eligible for reappointment to a second term, and those demonstrating outstanding performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. Appointments will be made either in the Office of the Dean or in one of the units in the Faculty that most closely matches the appointee's areas of competence. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (ageorge@uwaterloo.ca) by November 30, 2003. Application material should include a curriculum vitae and the names and addresses of at least three references. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians citizens and permanent residents will be given priority. These appointments are subject to the availability of funds.

MATHEMATICS & STATISTICS

■ **THE UNIVERSITY OF GUELPH** seeks applications or nominations to fill a Tier II Canada Research Chair (CRC) position in applied mathematics or applied statistics. The Chair will be expected to actively participate in the graduate program, which currently emphasizes: Biomathematics, Biostatistics, Dynamical Systems, Linear Models and Computational Statistics, Numerical Analysis, Optimization, Survival Analysis. The Department currently has 24 faculty, offering strong teaching and research programs to the PhD degree. Research programs are enhanced by faculty and graduate student participation in the Fields Institute for Research in Mathematical Sciences. The Department anticipates developing strong links with the Perimeter Institute. In addition, faculty are active participants of several projects in the Mathematics of Information Technology and Complex Systems (MITACS) research network and the Shared Hierarchical Academic Research Computing Network (SHARCNET). Further information concerning the department is available at http://www.mathstat.uoguelph.ca/. The candidate's research should complement existing research strengths in the department. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to: Chair, Search Committee, Department of Mathematics & Statistics, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Review of applications will begin on January 15, 2004, and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, members of visible minorities, aboriginal persons and persons of all sexual orientations. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

■ **THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA** — The Department of Mathematics and Statistics invites applications for a tenure-track position in Mathematics at the Assistant Professor level, beginning July 1, 2004. Applicants must have a PhD in Mathematics or a closely related field, and a strong commitment to excellence in undergraduate teaching. Preference will be given to candidates with research interests in Applied Mathematics, Mathematical Physics, Dynamical Systems, Differential Equations, Numerical Analysis, Scientific Computing, Mathematical Biology, Mathematical Modelling, Fluid Mechanics, Geophysical Fluid Dynamics, Statistics, Probability, Operations Research, Optimization, Financial Mathematics, Actuarial Science, Discrete Mathematics, Combinatorics, Graph Theory, Algebra, Number Theory, Cryptography, Coding Theory, Computer Science, Mathematics Education, Mathematical Physics, Differential Geometry, Topology, Analysis, Functional Analysis, Complex Analysis, Harmonic Analysis, Wavelets, Signal Processing, Image Processing, Geographic Information Systems, Remote Sensing, Geomatics, Engineering, Physics, Chemistry, Biology, Geology, Geography, Economics, Business, Forestry, Environmental Studies, Health Sciences, Medicine, Nursing, Psychology, Sociology, Anthropology, Education, Linguistics, Philosophy, Political Science, Law, Criminology, Social Work, Fine Arts, Music, Theatre, Dance, Film, Literature, Creative Writing, History, Religious Studies, Aboriginal Studies, Northern Studies, Circumpolar Studies, Pacific Rim Studies, Asian Studies, European Studies, North American Studies, Latin American Studies, African Studies, Middle Eastern Studies, Australian Studies, New Zealand Studies, Pacific Islands Studies, Caribbean Studies, Antarctic Studies, Arctic Studies, Subarctic Studies, Boreal Forest Studies, Tundra Studies, Mountain Studies, Coastal Studies, Island Studies, Urban Studies, Rural Studies, Wilderness Studies, Aboriginal Studies, Northern Studies, Circumpolar Studies, Pacific Rim Studies, Asian Studies, European Studies, North American Studies, Latin American Studies, African Studies, Middle Eastern Studies, Australian Studies, New Zealand Studies, Pacific Islands Studies, Caribbean Studies, Antarctic Studies, Arctic Studies, Subarctic Studies, Boreal Forest Studies, Tundra Studies, Mountain Studies, Coastal Studies, Island Studies, Urban Studies, Rural Studies, Wilderness Studies.

UNIVERSITY OF ALBERTA
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Tier I (Senior Position) Canada Research Chair

Latin American Studies

The Department of Modern Languages and Cultural Studies at the University of Alberta invites applications for a Tier I (Senior) Canada Research Chair in Latin American Studies, with emphasis on Cultural Studies. The appointment will be at Full Professor or at Senior Associate Professor rank and takes effect July 1, 2005.

Modern Languages and Cultural Studies (MLCS) is home to almost forty faculty members who teach and research in fifteen language areas in applied linguistics, literary studies, cultural studies, second language acquisition, folklore studies, and humanities computing. MLCS fosters a unique interdisciplinary atmosphere within the department, and encourages initiatives with colleagues in other departments and faculties.

Latin American Studies is a growing field at the University of Alberta; this position will both strengthen the discipline and open the field to new possibilities. The successful candidate will be a senior scholar with an international reputation and an outstanding record of publications in one or more areas of Latin American Studies, including film, literature, popular culture, cultural linguistics, cultural studies, translation, or other relevant areas. In particular, the candidate will have a strong background in Cultural Studies and be able to teach and conduct research in Latin American Studies within this broad perspective. Demonstrated skill as a team builder and leader with vision and energy, the ability to work across traditional disciplinary boundaries, and the capacity to attract graduate students and post-doctoral researchers are key qualities. The successful candidate will be fluent in Spanish; knowledge of at least one of the other languages taught in Modern Languages and Cultural Studies would be an asset. The Canada Research Chair will play a leading role in promoting and guiding interdisciplinary research and collaboration in Latin American Studies/Cultural Studies across the Faculty of Arts. All individuals with relevant background and skills are invited to apply.

Applications, including resume, all university transcripts, and three letters of recommendation, should be sent directly to:

Dr. Donald Bruce, Chair
Department of Modern Languages and Cultural Studies, Arts 200
University of Alberta
Edmonton, Alberta, Canada, T6G 2E6
E-mail enquiries may be directed to dolores.wohland@ualberta.ca
Tel: (780) 492-1997; Fax: (780) 492-9106

First consideration of applications will begin on: March 1, 2004. Applications will be accepted until the position is filled. Please visit our website at *www.mlcs.ca* for information concerning the department. Information concerning the Canada Research Chair program at the University of Alberta can be found at *www.rgo.ualberta.ca/aboutcrc.html* and at *www.chairs.gc.ca/english/About/factsheet/index.html* Candidates nominated by the Faculty must be approved by the University, and then forwarded to the Canada Research Chairs Secretariat in Ottawa for final approval.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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DEPARTMENT OF FRENCH AND SPANISH

TENURE-TRACK FACULTY POSITION

Ryerson University invites applications for a tenure-track position at the Assistant Professor rank, in the Department of French and Spanish, effective August 1, 2004, subject to budgetary approval. We are looking for candidates who have expertise in one of two areas: French Linguistics, particularly language teaching technologies; and Twentieth Century and Contemporary French literature, with a secondary specialization in postcolonial Francophone literature, particularly the literature of the French Caribbean. Teaching responsibilities will include some or all of the following: French and Francophone literature taught in French and in English; French language at various levels, from beginner's to advanced composition; and introductory linguistics. The successful candidate will have achieved a doctorate in French or be close to completion. Preference will be given to candidates who can demonstrate a strong commitment to undergraduate teaching. The ideal candidate will have demonstrated a potential for research, a commitment to administrative service, and considerable knowledge of the use of multimedia technology in language teaching.

Interested applicants should submit a curriculum vitae, teaching evaluations (if available) and three letters of reference (sent directly to the Chair), by January 15, 2004, to: Dr. Kathleen Kellett Betsos, Chair, Department of French and Spanish, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Please note that applications by fax or e-mail will not be accepted.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

plement the University of Guelph Strategic Research Plan, which can be found at http://www.uoguelph.ca/research/policies/Adobe/Guelph_SRP_Summary.pdf/. The Canada Research Chair program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy. The five-year once renewable tier II Chairs will be filled by candidates who are acknowledged to have the potential to lead their research field. Further information on the CRC Program may be found at the program website at http://www.chairs.gc.ca/. The successful candidate will be expected to maintain a vigorous research program, to develop a strong graduate program and to teach, at a reduced level, both graduate and undergraduate courses. Applications or nominations should include a curriculum vitae, a five-year research plan and the names of four references. Forward applications to: Dr. D.B. Allen, Department of Mathematics and Statistics, University of Guelph, Guelph, ON Canada N1G 2W1, fax: 519-837-0221, email: ballen@uoguelph.ca. Applications or nominations will be considered until the position is filled, but initial consideration of applications will begin 15 December 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

MODERN LANGUAGES & CLASSICS

■ **SAINT MARY'S UNIVERSITY** — The Department of Modern Languages and Classics invites applications for a tenure-track appointment in French at the rank of Assistant Professor starting July 1, 2004. The ideal candidate will be a specialist in the theory and practice of second language instruction, with research interest in FSL and technology-mediated language instruction, and have a demonstrated record of effectiveness in undergraduate language teaching at all levels. The ability to teach francophone culture would be a decided asset. Applicants should hold a PhD or be near completion of a doctoral program, demonstrate potential for building a strong research profile, and possess native or near-native fluency in French and English. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes though outreach activities, community-based research programs, and contributions to lifelong learning. Its distinctly international character is reflected in its proportion of international students, study abroad opportunities, including one in Angers, France. We are particularly interested in candidates who can contribute to the goals of internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letter of application accompanied by an up-to-date curriculum vitae, names and addresses of three references, and a teaching dossier including recent teaching evaluations should be sent to: Dr. Paul Bernard, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, E-mail: paul.bernard@smu.ca. The closing date for applications is January 5, 2004. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at www.smu.ca.

MODERN LANGUAGES & LITERATURES

■ **THE UNIVERSITY OF OTTAWA** — The Department of Modern Languages and Literatures of the University of Ottawa announces the opening of a full-time, tenure-track position for: an Assistant Professor in German starting 1st July, 2004. Fields of specialization: second-language acquisition applied to the teaching of German; German culture and literature. PhD and publications should be relevant to at least one of the fields of specialization required. Native or near-native command of German, experience with Computer Assisted Language Learning (CALL) and demonstrated ability to design innovative teaching materials will be important assets. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach in all three languages (German, French and English); an Assistant Professor in Italian starting 1st July, 2004. Fields of specialization: second-language acquisition applied to the teaching of Italian; Italian culture and literature. PhD and publications should be relevant to at least one of the fields of specialization required. Native or near-native command of Italian, experience with Computer Assisted Language Learning (CALL) and demonstrated ability to design innovative teaching materials will be important assets. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach in all three languages (Italian, French and English).All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Ottawa is committed to an employment equity program and strongly encourages applications from women. Salary in accordance with the University of Ottawa collective agreement. Applications, including a curriculum vitae, recent publications, and the names of three referees, should be sent before 1st December 2003 to: Dr. Jose Ruano de la Haza, Chair, Department of Modern Languages and Literatures, University of Ottawa, 70, Laurier Avenue East, Ottawa, Ontario, K1N 6N5, Telephone: (613) 562-5929, Fax: (613) 562-5138, jmruano@uottawa.ca.

MUSIC

■ **THE UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Music invites applications for a 5-month term in Voice and Choral Conducting at the rank of Lecturer/Assistant Professor, January 1-May 31, 2004. This position is subject to budgetary approval. Teaching duties in UPEI's undergraduate music program will include the instruction of voice majors, conducting the choral ensembles, and teaching Choral Techniques. Additional teaching duties based on the strengths of the successful candidate may be assigned. Qualifications: Minimum Masters; Doctorate preferred. Send letter of application, Curriculum Vitae, vocal audio tape, and three current letters of reference to: Dr. Kalem J. Simon, Chair, Department of Music, University of Prince Edward Island, Charlottetown, PE, C1A 4P3 (E-Mail: kjsmons@upei.ca). Deadline: When position is filled. The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

■ **THE UNIVERSITY OF VICTORIA** — The Department of Curriculum & Instruction invites applications for a tenure track position at the Assistant or Associate Professor level in the area of secondary music education. Secondary Music Education at the University of Victoria has a strong reputation for developing and implementing innovative and comprehensive programs at the undergraduate and graduate levels. The position requires a team-player who will complement the work and focus of the current faculty members and program. The University of Victoria is proud of its research culture and there is, therefore, an expectation that all faculty members can make a strong contribution to research and scholarship. Responsibilities will include: Teaching music education at the undergraduate and graduate levels; development and maintenance of a program of research; supervision of student teachers and graduate students; committee participation and community service Qualifications & Experience: A PhD, Ed.D or D.M.A. (or near completion) in music or music education; an active research agenda. The candidate should possess extensive musical and pedagogical experience as well as excellent interpersonal and leadership skills. In addition, the candidate should possess a strong background in instrumental pedagogy and conducting performance. Successful university teaching, choral and/or technological expertise would be an asset. Successful teaching (program building and retention) at the middle, junior or senior secondary level is required. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. We are planning on appointment for July 2004. Applications should include curriculum vitae and the names of three referees. Deadline for receipt of applications is January 15, 2004 to: Dr. Deborah Begoray, Chair, Department of Curriculum and Instruction, Faculty of Education, P.O. Box 3010, Victoria BC V8W 3N4, Fax: 250-472-4616, http://www.educ.uvic.ca, cichair@uvic.ca.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The School of Music seeks to appoint a tenor or bass-baritone singer and teacher of distinction to a full-time tenure-track position to begin July 1, 2004, subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. A doctorate or equivalent professional experience is expected. The successful candidate must show an established international solo performing career with a broad range of repertoire including opera, oratorio and Lieder/art song. Demonstrated teaching experience at the advanced level is required. Duties include undergraduate and graduate-level studio teaching, repertoire master classes, preparation of students for operatic roles, some administrative duties for the Voice/Opera Division and involvement in the School's concert and community outreach programs. Continuation of an active concert career is assumed. Letter of application must include resume, documentation of teaching experience, three confidential letters of recommendation, and recording of recent performances showing a mixed selection of repertoire (CD or high-quality cassette tape) by December 31, 2003 to: Chair, Voice Performance Search Committee, University of British Columbia School of Music, 6361 Memorial Road, Vancouver, B.C., Canada V6T 1Z2. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The School of Music seeks to appoint a violinist and teacher of distinction to a full-time tenure-track appointment at the rank of Assistant Professor. The position starts July 1, 2004 and is subject to final budgetary approval. Salary will be commensurate with rank and experience. Graduate degrees or equivalent professional experience is expected. The successful candidate must show an established international solo performing career with a broad range of repertoire including solo, chamber music and orchestral experience. Demonstrated teaching experience at the advanced level is required. Duties include undergraduate and graduate-level studio teaching, chamber music coaching, repertoire master classes, some administrative duties for the String Division and involvement in the School's concert and community outreach programs. Continuation of an active concert career is assumed. Letter of application must include résumé, documentation of teaching experience, three confidential letters of recommendation, and recording of recent performances showing a mixed selection of repertoire (CD or high-quality cassette tape) by January 31, 2004 to: Chair, Violin Search Committee, University of British Columbia School of Music, 6361 Memorial Road, Vancouver, B.C., V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The School of Music seeks to appoint a pianist and teacher of distinction to a full-time tenure-track appointment at the rank of Assistant or Associate Professor. The position starts July 1, 2004 and is subject to final budgetary approval. A doctoral degree or equivalent professional recognition is expected. Candidates should have an established performing career with a strong interest in post-1950s music, and a commitment to teaching the full range of solo and collaborative piano literature at the advanced level. The successful candidate will have provided clear indications of potential for an international career and interest in contributing to the School's concert and community outreach programs. Please send a letter of application and education-al-professional resume, including documentation of teaching experience, three confidential letters of recommendation, and a recording of recent performances (CD only) which includes a selection of standard and contemporary repertoire, by January 15, 2004 to: Chair, Piano Performance Search Committee, University of British Columbia School of Music, 6361 Memorial Road, Vancouver, B.C., V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ **WILFRID LAURIER UNIVERSITY** — The Faculty of Music, invites applications for a tenure-track appointment in Applied Brass (horn, trumpet, or trombone)at the rank of Assistant Professor, subject to final budgetary approval, effective July 1, 2004. The successful candidate will demonstrate teaching excellence and maintain a prominent profile as a performer. A Doctorate is preferred, and a Masters degree or equivalent experience is required. Duties will include private brass instruction, recruiting of students, and coordinating between 40-50 brass students and eight part-time brass faculty. The teaching load for this position may also include coaching and coordinating brass chamber music, conducting brass ensemble, and teaching courses in a second area of expertise such as conducting or jazz. Applications, including a CV and three confidential letters of reference, should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Closing date for applications is January 16th, 2004. All quali-

Assistant Professor
Associate Professor
Faculty of Engineering and Computer Science

Concordia University's Faculty of Engineering and Computer Science invites applications for two tenure-track positions at the rank of assistant or associate professor for the Department of Computer Science.

The Department is particularly interested in candidates whose expertise includes one or more of the following: software engineering, data bases, distributed computing. Excellent applications in other research areas will also be considered. Very strong candidates may be considered for Canada Research Chair Tier II position. (For more information, visit: www.chairs.gc.ca).

The Department places a strong emphasis on teaching and fundamental and applied research. For the rank of assistant professor, it seeks primarily candidates who have recently obtained a PhD or who are in the process of receiving one. A publication record or very strong research potential is required, as is strong interest and ability in teaching at the undergraduate and graduate levels.

For the rank of associate professor, excellent credentials in both research and teaching are required. A successful candidate is expected to contribute to course and laboratory development at all levels of instruction, to be active in research, and to secure external research funding. The Department encourages interdisciplinary research partnerships, industrial collaborations and technology transfer.

The Department has 35 full-time faculty members and 15 support staff. It offers undergraduate programs in computer science and software engineering and master's and PhD programs. The language of instruction at Concordia is English.

Concordia is located in Montreal, a dynamic and vibrant city that offers an abundance of cultural and recreational activities. Montreal is a leading educational centre with four major universities, and an important high-technology centre with software, multimedia, aerospace and pharmaceutical industries.

Interested applicants should send their detailed curriculum vitae, including a list of publications and the names of at least three references, **before January 31, 2004 to:**

Dr. T. Radhakrishnan, Chair, Department of Computer Science
Concordia University
1455 de Maisonneuve Blvd. West
Montreal, QC, H3G 1M8, Canada
Phone: (514) 848-2424 ext. 3001
Fax: (514) 848-2830
Email: hiring@cs.concordia.ca
Web site: www.cs.concordia.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

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THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSORS IN LITERACY EDUCATION

The Department of Language and Literacy Education at the University of British Columbia invites applications for one or more full-time, tenure track academic appointments at the Assistant Professor level in Literacy Education. The appointments will become effective July 1, 2004 or as soon as they are filled, and are subject to final budgetary approval.

The Department offers programs leading to the PhD, M.A. and M.Ed. degrees, as well as several post baccalaureate diplomas. Programs and courses within the Department include: English/Language Arts/Reading Education, Teaching English as a Second Language, Modern Languages Education and Teacher Librarianship. About 200 graduate students, including 40 Ph. D. students, are enrolled in the department. In addition, the Department has large responsibilities in the teacher education program. Faculty members have research interests in a variety of areas. The greater Vancouver area is a culturally diverse area and the department has good working relationships and research initiatives with schools, communities, Ministries, and colleges. Vancouver has been identified as one of the most desirable cities in which to live. Visit the Department's web pages at www.lled.educ.ubc.ca.

The Department is seeking applications from individuals who have experience and expertise in Literacy Education with a specialization in one or more of the following: Reading Education, Drama and Theatre in Education, New (Multi)Literacies, or Children's Literature.

Applicants for these positions will have a doctoral degree (or be in the final stages of its completion), will have begun a program of research and publications, and have broad experience teaching at the elementary, secondary or adult levels. The successful candidates will be required to teach undergraduate and graduate courses in Literacy Education, supervise graduate students, and pursue their program of scholarly research and publication. A broad background in research and the ability to advise graduate students in a range of research methodologies will be an asset.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

The closing date for applications is **November 30th, 2003.**

Applications should include a current curriculum vitae, names of three referees together with their addresses, phone numbers and email addresses, a statement of research interests, and an example of recently published work. Applications should be directed to: **Lee Gunderson, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada V6T 1Z4.** Telephone: (604) 822-5235. Fax: (604) 822-3154, E-mail: lee.gunderson@ubc.ca.

McGill

John MacNaughton Chair in Classics

To fill the John MacNaughton Chair in Classics, effective 1 September 2004, the Department of History and Classics Program announces a search for a distinguished mid-career historian of Ancient Greece

The field is open, but the department is particularly interested in applications from scholars who specialize in the Macedonian Empire and Alexander the Great, and/or in the Hellenistic world. It is expected that the successful candidate, in addition to duties in Classical history, will contribute to the offerings of the Classics Programme by the offering of one course per year in the reading of historical texts and sources in Ancient Greek or Latin. The ability to teach undergraduate and graduate courses is required

www.mcgill.ca

A letter of application, curriculum vitae, one-page statement of approach to teaching the subject, and three confidential letters of reference should be sent to

Professor Brian Lewis
Chair, Department of History
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada, H3A 2T7

The review of files will begin on **20 December 2003**

Please also note our advertisement for an entry-level position in Roman history in the regular listings

We encourage all qualified people to apply, but Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset

CAREERS CARRIÈRES

fied applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **WILFRID LAURIER UNIVERSITY** — The Faculty of Music invites applications for a tenure-track appointment in piano at the rank of Assistant Professor, effective July 1, 2004, subject to final budgetary approval. The keyboard program at Laurier is nationally recognized for excellence in performance. The successful applicant will be a nationally or internationally recognized performer, with a graduate degree or diploma of equivalent professional expertise, who demonstrates evidence of ability to teach and perform both standard repertoire and contemporary music. Teaching duties consist of studio teaching and a weekly piano masterclass, which include a 21st century component. There are opportunities for involvement in a wide range of other courses, as well as interdisciplinary programs and innovative community outreach projects. The ability to contribute to such areas of growth in the keyboard program as improvisation, popular music, non-European music, jazz, performance practice, or electronic keyboard technology is an asset. The Faculty of Music offers a stimulating environment for the professional concert artist, including the residency of the Penderecki String Quartet, guest artist masterclasses, performance and recording opportunities on campus, and a central location near the city of Toronto. Applications, including CV and three confidential letters of reference should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Closing date for applications is January 16th, 2004. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **WILFRID LAURIER UNIVERSITY** — The Faculty of Music, invites applications for a tenure-track position in secondary music education at the rank of Assistant Professor, effective July 1, 2004, subject to final budgetary approval. A Masters degree is required. A Doctorate in music education or equivalent experience is preferred. The successful candidate should have an active professional career and demonstrate potential for continuing scholarship or a history of performance or creative musical work. The Faculty of Music is seeking someone who will enhance our current programs with new curricular and community initiatives in music education. The course load will include teaching from a range of secondary music education courses presently offered by the Faculty, and may include elementary education courses depending on the candidate's area of expertise. A second area of expertise such as choral conducting or jazz is required. Applicants should include a CV, transcripts, three confidential letters of reference, and a one page statement of their teaching philosophy. Applications should be sent to Dr. Charles, Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Closing date for applications is January 16th, 2004. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

NEUROSCIENCE

■ **DALHOUSIE UNIVERSITY** — We are looking for a cognitive neuroscientist using human functional brain imaging to study higher-order cognitive functions, such as attention, perception, sensory/motor integration, language, memory, motivation, or modeling of these functions. Candidates will have a demonstrated record of excellent research and productivity in the area of human functional magnetic resonance brain imaging (fMRI). The ability to collaborate productively with colleagues in Psychology and Radiology, among other departments, is essential. An interest in both normal and clinical aspects of human brain function would be welcome. Dalhousie researchers currently have access to two 1.5 Tesla magnets that are used for research as well as clinical magnetic resonance imaging. A recent partnership between the National Research Council Institute for Biodiagnostics (IBD) and the Dalhousie and Capital Health District Brain Repair Centre, has led to installation of a new 4.0 Tesla research-only magnet to which the incumbent will have access. In addition, a new high-field animal magnet is the target of a Canada Foundation for Innovation (CFI) proposal being submitted by a large group of investigators at Dalhousie. Applications should be submitted by 1 December 2003, to Dr. Raymond Klein, Chair, Neuroscience Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1; Fax (902) 494-6585; e-mail: ray.klein@dal.ca. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Department of Life Sciences invites applications for a Canada Research Chair, Tier II, in Neurobiology. The appointment will be at the rank of either Assistant Professor or Junior Associate Professor. Applicants must have a PhD, at least one year of postdoctoral experience and demonstrated excellence in research. The successful candidate will be expected to contribute a strong research program to the neuroscience group within the Department and to take an active role in both graduate and undergraduate teaching. S/He will join a team of neuroscientists, including two existing CRC's in neurobiology, working within the newly established Centre for the Neurobiology of Stress (http://www.utsc.utoronto.ca/~cnstress/) funded through the Canada Foundation for Innovation. For further information on the research and teaching strengths of our Department, please consult the departmental website http://www.utsc.utoronto.ca/~lifesci. Interested applicants should submit a complete vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications, and research activity) sent from referees. All materials should be addressed to: Professor Jim Guid, Chair, Search Committee, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. The closing date for applications is December 12, 2003. Salary will be commensurate with qualifications. The position will be effective July 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

NURSING

■ **THE UNIVERSITY OF ALBERTA** — The Faculty of Nursing is expanding its capacity for research and teaching in Canada and internationally. We are seeking to appoint senior nursing academics who have established programs of research and track records of successful graduate supervision, and new career academics who are seeking opportunities to develop programs of research and teaching expertise. Those appointed as senior academics will be supported by the Faculty to compete for research funds and scholar awards from Alberta Heritage Foundation for Medical Research (AHFMR) and national granting agencies. In addition, and where appropriate, they will have the opportunity to apply for future senior leadership positions in the Faculty. Those appointed as new career academics will be provided with skilled mentoring in teaching and research and have the opportunity to compete for post-doctoral research training support. The Faculty is seeking to recruit academics in at least three of our key areas of research excellence: Evidence Based Clinical Practice, Global Health, and Population Health. In particular, we are seeking to appoint academics who have a teaching and research focus in mental health, gerontology, chronic disease management, home care, and public health. The Faculty would particularly welcome applications from people who have a second language (e.g. Spanish or French) as the Faculty of Nursing has a strong program of internationalization. One position is available as a joint appointment with the Capital Care Group to establish a program of research in quality of life issues in long-term care. Other joint appointments with our other clinical/community agencies are also possible. The University of Alberta is one of the largest full-service, research-intensive universities in Canada, and the Faculty of Nursing is one of the five health science faculties on campus. Interdisciplinary research collaboration is encouraged. For more information please visit our web site at http://www.ualberta.ca. Applicants who are doctorally qualified and are eligible to be registered as a nurse in the Province of Alberta should submit their curriculum vitae and the names of three referees to Dean Genevieve Gray, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, AB, T6G 2G3. Dean Gray will also be pleased to provide further information on these positions and may be contacted at (780) 492 6761 or by email genevieve.gray@ualberta.ca. This competition will remain open until suitable candidates are found. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan, including relocation assistance. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF ALBERTA** — The Faculty of Nursing is seeking to nominate a Tier I Canada Research Chair. The Canada Research Chairs Program was established in 2000 by the Canadian Government to foster world-class research excellence (see www.chairs.gc.ca). The Faculty of Nursing has over 70 full-time faculty members and a major commitment to research excellence, attracting over $4.2 million in research revenue in 2003. Our key local areas of research are Global Health, Health Systems & Services, Evidence Based Clinical Practice, Innovative Learning Environments, and Population Health. Strategic priorities in the Faculty include strengthening relationships with health-service partners in order to build research capacity, enhancing research utilization and fostering collaborative research with practitioners. Of particular note is a new interdisciplinary research institute focusing on cardiac sciences with the Capital Health Authority that will be established in 2005. We are committed to collaborative international research and have a vibrant international center within the Faculty. Tier I candidates should be outstanding, innovative researchers who have achieved international recognition as leaders in their field. The appointee to this Chair would be expected to develop and lead programs of innovative focused research, particularly clinical research in Symptom management, and have a record of attracting and supervising graduate students and post-doctoral fellows. Their research program would be innovative, original and of high quality. The chair holder would attract excellent trainees, students and future researchers and contribute to capacity building in the Faculty through graduate research training, teaching, mentoring of colleagues and young researchers, and the development of collaborative initiatives. There are a number of research centers within the Faculty including the Institute for Philosophical Nursing Research, the Women's Health Research Centre and the Canadian Centre for Knowledge and Policy Research, funded through the Canadian Health Services Research Foundation (CHSRF). The Faculty also has significant involvement in interdisciplinary centers and institutes established under the auspices of the Health Science Council, including the International Institute for Qualitative Methodology, the John Dossetor Centre for Health Ethics, the Centre for Gerontology, and the Centre for Health Promotion Studies. The Faculty of Nursing at the University of Alberta was the first in Canada to launch a funded doctoral program (1990) which is currently considered the flagship doctoral program in Canada, having the largest number of doctoral nursing students in the country. The current PhD enrolment is 64 and Master's enrollment is 116. Enrolment is set to increase substantially with the receipt of Alberta Government funding over the next four years. Further information on the Faculty's academic programs and research can be found on our www.nursing.ualberta.ca. The University of Alberta is one of the major research universities in Canada with over 32,000 students and research funding in excess of $300 million per year. The library is the second largest in Canada and the high quality of teaching has been recognized with over 23 national teaching awards over the past 10 years. The 89-hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games, and the 2001 World Championships in Athletics. The University has been the origin of 63 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 38 countries giving the U of A vital international academic relationships. Alberta is currently privileged with respect to research funding. In addition to national funding, Albertan researchers have access to provincial funds provided through the Alberta Heritage Foundation for Medical Research (AHFMR). AHFMR has been instrumental in positioning Alberta as one of the top 10 health research environments in North America. AHFMR is currently supporting the research and research related activities of several nurse academics in the Faculty. In addition, several of our graduate students receive funding support from AHFMR. Faculty and research students are also supported by national funding agencies such as CIHR, CHSRF, and Health Canada. Edmonton, with a metro population of close to 1 million is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, successes in athletics and team sports, average of 12.3 hrs/day of sunshine and the lowest taxes in the country. Applicants must be doctorally qualified with an established program of research, be recognized as a leader within their field, have a successful record of graduate student supervision, and eligible to be registered as a nurse in the Province of Alberta. Please forward your letter of application, curriculum vitae, and a proposed 5-year research plan to: Dean Genevieve I. Gray, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, AB Canada T6G 2G3. Dean Gray will also be pleased to provide further information on this position and may be contacted at (780) 492 6761 or by genevieve.gray@ualberta.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

OCCUPATIONAL KINESIOLOGY

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Kinesiology in the area of Occupational Kinesiology at the rank of Assistant or Associate Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. James Weese, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: jweese@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

OCCUPATIONAL THERAPY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The School of Occupational Therapy invites applications for a probationary appointment at the rank of Assistant or Associate Professor. The successful candidate will preferably have expertise in physical and/or mental health, and will have a commitment to the implementation of principles of evidence-based practice. All qualified candidates will be considered. Responsibilities include: teaching assigned courses in both well established Master's entry level professional and MSc programs, supervision of graduate students, research related to occupational therapy and/or occupational science, and administrative duties within the School. Candidates must be Occupational Therapists with a PhD or near completion, be eligible for registration with the College of Occupational Therapists of Ontario (COTO), and provide clear evidence of occupational therapy clinical expertise. Preference will be given to candidates who are committed to an occupation-based curriculum and client-centred practice. Rank will be commensurate with experience and qualifications. The School is progressive, with a strong commitment to the development of occupational therapy as an academic discipline and is one of three schools comprising the Rehabilitation Sciences PhD program. The School has a research profile that receives both national and international recognition. We have excellent teaching and research facilities as well as clinical and community facilities to support the development of occupational therapy. Come join us in the realization of our educational and research missions. The effective date of the appointment is July 1, 2004. Interested applicants should send a letter of application outlining relevant experience and interests together with curriculum vitae and the names, addresses and contact numbers of three referees to: Dr. Thelma Symon, Director, School of Occupational Therapy, Room 2555G, Elborn College, The University of Western Ontario, London, Ontario, N6G 1H1. Visit our website at http://www.uwo.ca/hs/ot. The deadline for receipt of applications is December 28, 2003. Please quote number HS025 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

How to place a Career ad

PHONE 613-820-2270 FAX 613-820-2417
EMAIL ads@caut.ca
MAIL CAUT Bulletin, 2675 Queensview Drive, Ottawa, ON K2B 8K2

Direct correspondence/questions to: **Lynn Braun**, Advertising Coordinator

The Canadian Association of University Teachers Announces the 36th Annual

J.H. Stewart Reid Memorial Fellowship for 2004–2005 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first executive secretary of the association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application Closing Date:
April 30, 2004

The Fellowship recipient will be announced in July 2004. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant or convention refugee status from April 30, 2003 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2004.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Johanne Smith, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; stewartreid@caut.ca
or apply online at http://stewartreid.caut.ca.

CAUT

L'Association canadienne des professeures et professeurs d'université annonce

La 36e bourse annuelle J.H. Stewart Reid pour études doctorales 2004–2005

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Détails :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse durée d'un an

Date limite des demandes :
30 avril 2004

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2004. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu ou réfugié au sens de la Convention depuis le 30 avril 2003 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2004.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Johanne Smith, Agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2;
stewartreid@caut.ca ou appliquez en ligne : http://stewartreid.caut.ca.

ACPPU

CAREERS CARRIÈRES

OPTOMETRY

■ **THE UNIVERSITY OF WATERLOO** — The School of Optometry is accepting applications for a 5-year definite term Research Chair in Health Informatics. There is the possibility of conversion to a probationary appointment contingent upon funding. The successful candidate will be expected to build a multidisciplinary team of researchers within the School of Optometry. This group is anticipated to comprise researchers from Engineering, Computer Science, Mathematics and Biology to carry out Health Informatics research. The candidate will be expected to attract peer reviewed funding, develop industry collaborations and actively participate in the University of Waterloo Institute for Health Informatics. Research and graduate training in Health Informatics. The applicant should have a demonstrable record of cross disciplinary collaborative research. A primary interest and track record in Health Informatics and clinical epidemiology is essential. Demonstrated interests/capabilities in research design, advanced regression methods, managing confounding variables in observational studies and ophthalmic epidemiology would be advantageous. Salary is negotiable within a range commensurate with experience. A letter of application, curriculum vitae and 3 confidential letters of recommendation should be sent by November 30, 2003 to: Dr. William Bobier, School of Optometry, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. The J. W. G. Graham Information Technology Trust was established at the University of Waterloo in honour of the late Prof. Wesley (Wes) Graham, known as the father of computing at the university.

PATHOLOGY & MOLECULAR MEDICINE

■ **McMASTER UNIVERSITY** — The Department of Pathology and Molecular Medicine invites applicants for a full-time faculty position at the rank of Assistant Professor that is currently available in the department. The successful candidate must have a PhD (or equivalent) and is required to have a strong research background in the area of molecular virology with emphasis on experimental models of viral pathogenesis. The successful candidate will be expected to develop a research program in the area of molecular virology. Evidence of independent research funding and/or personal awards will be of benefit. The candidate will have an active group in the area of molecular virology and immunology and will be expected to collaborate closely with others in the group. In addition, the candidate will be expected to develop a strong externally funded research program, compete for independent personnel support and participate fully in teaching at both the undergraduate and graduate levels in the Faculty of Health Sciences. Salary will be commensurate with experience. Applicants should send their CV, a statement of their research interests and future plans, and the names of three references by December 31, 2003. Dr. Jack Gauldie, Chairman, Department of Pathology and Molecular Medicine, Room 2N16, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. Although this advertisement is not restricted to applicants from Canada, Canadian citizens and permanent residents will be considered first for this position. Preference will be given to candidates whose research complement and extend the department's current strengths. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates.

PHARMACEUTICAL SCIENCES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Canadian Research Chairs program is enabling Canadian universities and colleges to create and fill academic positions with outstanding research support in key areas. In this context, the Faculty of Pharmaceutical Sciences at UBC is seeking a full-time tenure track faculty appointee at the Assistant or Associate Professor level to join our team developing distinguished research and teaching programs in pharmacoepidemiology, epidemiology, pharmacoeconomics, health economics, pharmaceutical policy research, health services research or a related area, preferably with post-doctoral experience. The appointee will be expected to employ advanced research techniques; be creative in their research area; attract research grant funding and supervise graduate students. Applicants should have demonstrated competence in teaching both at the undergraduate and graduate level. Salary is negotiable, commensurate with experience and is subject to final budgetary approval. The closing date for applications is November 30, 2003; preferred start date is by July 1, 2004. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program. Applications, including a curriculum vitae, a description of research interests, copies of up to five publications, a statement of teaching interests and accomplishments, and names of five referees (including two at arm's length), should be sent to Dr. R. Sindelar, Dean, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C. Canada V6T 1Z3; Phone: 604-822-2343; Fax: 604-822-3035; Email: mlangton@interchange.ubc.ca.

PHILOSOPHY

■ **ST. THOMAS MORE COLLEGE** — The Department of Philosophy at St. Thomas More College (STM), a Catholic College federated with the University of Saskatchewan (U of S), invites applications for a tenure-stream position in ancient Greek philosophy at the level of Assistant Professor, commencing July 1, 2004. The STM Department of Philosophy offers its own undergraduate program but collaborates with the U of S Department of Philosophy. The successful candidate will have a PhD completed (or near to completion) in Philosophy with an established specialization in ancient Greek philosophy. S/he will be expected to develop and maintain an active program of research and will contribute to the education and training of undergraduate and graduate students. Candidates in all areas of ancient Greek philosophy are encouraged to apply. Knowledge of the relevant languages is expected. The successful candidate will be expected to teach core courses in the department, including ethics and logic, and will have the opportunity to participate in the Classical, Medieval, and Renaissance Studies Program at the U of S. Applicants must send a letter describing teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications (attach sample publications), and documented teaching ability (include teaching evaluations) as well as arrange for three confidential letters of reference. On October 1, 2003, we will begin to consider completed files and to arrange interviews. The search will continue until a successful candidate is found. Interested candidates should submit application materials to Dr. C. Still, Department Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6, or by email to carl.still @usask.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Philosophy Department and St. Thomas More College visit http://stmcollege.ca/, or contact Dr. Still at 306-966-8934 (voice mail), 306-966-8904 (fax), or by email.

■ **THE UNIVERSITY OF TORONTO** — Applications are invited for a tenure-stream position at the rank of Assistant Professor in the Department of Philosophy at the St. George (downtown) campus of the University of Toronto, to begin July 1, 2004. AOS: Logic and Philosophy of Language. Salary commensurate with qualifications. PhD and evidence of excellence in research and teaching is required. The University of Toronto Department of Philosophy is a three-campus graduate department, consisting of all philosophy faculty appointed to the St. George, Mississauga, and Scarborough campuses. Faculty carry out their undergraduate duties at the campus to which they are appointed; graduate teaching and supervision typically take place on the St. George campus. Send CV, writing sample, teaching materials, and at least three letters of reference to: Logic or Language Search, Department of Philosophy, University of Toronto, 215 Huron St., 9th Floor, Toronto, Ontario, M5S 1A2, Canada. To ensure full consideration, applications should be received by November 15, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **THE UNIVERSITY OF TORONTO** — Applications are invited for a tenure-stream position at the rank of Assistant Professor in the Department of Philosophy at the St. George (downtown) campus, with a cross appointment to the Centre for Medieval Studies, at the University of Toronto, to begin July 1, 2004. AOS: Medieval Philosophy, PhD (or equivalent) and evidence of excellence in research and teaching is required. Salary commensurate with qualifications. The University of Toronto Department of Philosophy is a three-campus graduate department, consisting of all philosophy faculty appointed to the St. George, Mississauga, and Scarborough campuses. Faculty carry out their undergraduate duties at the campus to which they are appointed; graduate teaching and supervision typically take place on the St. George campus. Send CV, writing sample, teaching materials, and at least three letters of reference to: Medieval Search, Department of Philosophy, University of Toronto, 215 Huron St., 9th Floor, Toronto, Ontario, M5S 1A2, Canada. To ensure full consideration, applications should be received by November 15, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

■ **MOUNT ALLISON UNIVERSITY** — The Department of Philosophy invites applications for a tenure-track appointment in philosophy, subject to budgetary approval. Candidates should possess a PhD in philosophy and have a strong commitment to undergraduate teaching and research. While a specialization is preferred in Kant or Hegel and the full tradition of continental philosophy, flexibility in teaching a variety of undergraduate philosophy courses will be expected. For example, the successful candidate will teach introductory philosophy, and one or more of: aesthetics, philosophy of religion, feminist philosophy and biomedical ethics. The appointment will be made at the rank of Lecturer or Assistant Professor and will commence July 1, 2004. A letter of application with curriculum vitae, transcript, three letters of reference, teaching dossier and samples of writing should be sent to: Dr. Paul Bogaard, Chair of the Search Committee, Department of Philosophy, Mount Allison University, 67D York Street, Sackville, NB E4L 1G9, Phone: 506-364-2556, Fax: 506-364-2645, Email: phogaard@mta.ca. Consideration of applications will begin December 8, 2003 and will continue until an appointment is made. Mount Allison University has an employment equity programme and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Canadians and permanent residents should indicate their citizenship status in their application.

■ **THE UNIVERSITY OF MANITOBA** — The Department of Philosophy invites applications for a full-time tenure-track appointment at the rank of Assistant Professor. The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. AOS: Open; AOC: Open. However, it would be helpful to have teaching competence in one or more of ancient philosophy, epistemology, philosophy of religion, continental rationalism, philosophy of law or applied ethics. Applicants are expected to have demonstrated excellence in research and success in teaching. Responsibilities will include maintaining a productive research program, graduate supervision, undergraduate and graduate teaching in the core components of the departmental program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application, transcript,

MALASPINA University-College

Malaspina University-College, located on beautiful Vancouver Island, is a dynamic and diverse educational organization, dedicated to excellence in teaching, service and research. We foster student success, strong community connections and international collaboration by providing access to a wide range of university degrees and college diploma and certificate programs designed for regional, national and international students.

We are accepting applications for the following faculty positions:

Management
Comp. 03-4105 closes 1 pm, Dec. 5/03

Criminology
Comp. 03-4098 closes 1 pm, Dec. 12/03

Nursing
Comp. 03-4106 closes 1 pm, Dec. 12/03

For full details, please click on **Employment Opportunities** on the Malaspina University-College website www.mala.ca, or call the 24-hr. job-line, (250) 740-6285.

Bookmark this website for upcoming career opportunities.

Malaspina University College

Nanaimo Campus
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Nanaimo, BC V9R 5S5
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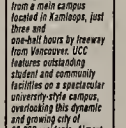
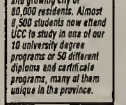
UCC THE TOTAL EXPERIENCE — KAMLOOPS, BRITISH COLUMBIA



The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 6,500 students now attend UCC to study in one of our 18 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



UCC invites applications for the following position:

FACULTY MEMBER
MANAGEMENT
Ongoing
Competition # 03-130

For further information about this position, please visit our Web site at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

UCC KAMLOOPS, BC
UNIVERSITY
...and a difference

DEPARTMENT CHAIR – Computer Science
UNIVERSITY OF VICTORIA

Applications are invited for the position of Chair of the Department of Computer Science. The appointment as Department Chair will be effective July 1, 2004 and normally will be for a five-year term. External candidates should have a Ph.D in Computer Science or a related field and have the qualifications and standing to be appointed as a tenured Associate Professor or tenured Professor

Candidates will usually have a strong record of teaching and research at a university, but candidates from industry with a strong research record are also encouraged to apply Administrative experience will be a strong asset. The successful candidate will have demonstrated, or have the potential for, strong academic leadership and innovation

The Department offers B Sc , M.Sc , and Ph.D. programs A Bachelor of Software Engineering program, jointly offered with the Department of Electrical and Computer Engineering begins in September 2003 There are currently 29 faculty members with plans to grow to 41, and 106 graduate students with plans to expand this number to about 160. The undergraduate programs include an optional co-op component The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at http. www csc uvic ca

The University of Victoria is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round

Please send applications, including curriculum vitae and the names of at least six references, **by December 1, 2003** to

Dean Michael Miller
C SC Chair Search Committee
Faculty of Engineering
University of Victoria
P O Box 3055 STN CSC
E-mail: csc-chair-search@engr.uvic.ca

University of Victoria — challenge minds change worlds

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university.

THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR IN COMPUTATIONAL STATISTICS/ MACHINE LEARNING

The Department of Computer Science at the University of British Columbia is seeking candidates to nominate for a Junior (Tier II) Canada Research Chair (CRC) in the areas of computational statistics or machine learning. The CRC Program is aimed at outstanding researchers who are world leaders or who have the potential for world leadership in their fields. Successful nominees would hold a tenured or tenure-track position in the Department of Computer Science, or a joint appointment with another department. Further information about the CRC program may be found at http://www.chairs.gc.ca, while specifics about the department's CRC position and other positions are at http://www.cs.ubc.ca/career/. The start date is negotiable, but is nominally September 1, 2004.

Candidates for nomination should submit a CV, a teaching statement and a research statement, and the names of at least three references to **Anne Condon (recruit@cs.ubc.ca), Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4.** Applications submitted electronically in PDF are welcome. Applications will be accepted until **31 January 2004.**

Computer Science at UBC is world renowned for its high quality and depth of research. One of the University's academic priorities is to continue to grow as a world class centre for Computer Science, and outstanding candidates are invited to participate in this effort. Applicants must demonstrate exceptional research track record or potential, and excellent teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students.

All positions are subject to review and final approval by the CRC Secretariat. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

CAREERS CARRIÈRES

curriculum vitae, and a writing sample. As well, three confidential letters of reference must be received directly from the applicant's referees or dossier service. Candidates should also include evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Dr. Carl Matheson, Chair, Philosophy Search Committee, Department of Philosophy, University of Manitoba, 455 University College, Winnipeg, Manitoba, Canada R3T 2M8. The deadline for receipt of applications is Friday, December 12, 2003. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/philosophy or by e-mailing the Chair at mathesc@cc.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

PHYSICS

■ **THE UNIVERSITY OF TORONTO** — CITA (Canadian Institute for Theoretical Astrophysics/Institut Canadien d'Astrophysique Theonque) a national centre for theoretical astrophysics hosted by the University of Toronto, invites applications for a tenure track faculty position. The search is open to all ranks but we are especially interested in candidates at the Assistant Professor level. The successful candidate will be nominated for a Canada Research Chair (see www.chairs.gc.ca). This position is one of a series of faculty appointments in astrophysics at the University of Toronto. Applicants from any area of theoretical astrophysics are encouraged to apply. We seek candidates with exceptionally strong and internationally recognized research records, and outstanding promise of future research accomplishments. Additional selection criteria include demonstrated ability to work with research fellows and graduate students, and to assume a leadership role in administering CITA's active postdoctoral and visitor programs. Salary will be commensurate with qualifications and experience. CITA is an institute within the School of Graduate Studies of the University of Toronto. The present complement of research staff includes 40 faculty and over 15 research fellows. The unique research environment at CITA is enhanced by close ties to the Departments of Astronomy and Astrophysics and of Physics, housed in the same building, and the Canadian Institute for Advanced Research Cosmology and Gravity Program. We invite prospective candidates to visit our home page at www.cita.utoronto.ca. Applicants should send: a curriculum vitae, a bibliography, a statement of research interests, and arrange for three letters of recommendation to be sent to: Prof. J.R. Bond, Director, CITA, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. Deadline: The initial deadline is January 15, 2004; however applications will be accepted until the position is filled. This is an international search. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

■ **THE UNIVERSITY OF TORONTO** — The Department of Physics is pleased to announce the search for a tenure-stream faculty member in theoretical condensed matter physics, with a starting date of 1 July 2004 or thereafter. The search is open to all ranks; the successful candidate will be nominated for a Canada Research Chair (Tier I or Tier II depending on rank). The department is anticipating several retirements in condensed matter physics and this new theoretical appointment will complement recent experimental and theoretical appointments in the condensed matter area. The objective is to build an outstanding group of researchers, both experimental and theoretical, with similar interests. Currently these interests include, but are not limited to, strongly correlated electron systems, mesoscopic physics, and related quantum many-body problems. Also, the new theoretical appointment in condensed matter physics will join a strong group of existing theoretical faculty in the areas of string theory, quantum optics, cold atoms, particle physics, and astrophysics. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and demonstrated excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be reviewed beginning January 1, 2004 until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF TORONTO** — The Department of Physics is pleased to announce the search for a tenure-stream faculty member in theoretical Atomic, Molecular and Optical (AMO) Physics, at the Assistant Professor level with a starting date of July 1, 2004 or thereafter. We seek exceptional candidates in all areas of quantum optics, quantum information, ultracold atoms, or other forefront areas of AMO physics. The successful candidate will be part of a vibrant AMO group of 9 experimental and theoretical faculty who work with approximately 40 graduate students and postdocs. The new appointment will also complement existing theoretical faculty in the areas of string theory, particle physics, condensed matter physics, geophysics, atmospheric physics and astrophysics. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and demonstrated excellence in both research and teaching. The salary will be commensurate with qualifications and experience. All applicants should submit hard copies only of a curriculum vitae, a research plan and arrange for at least three letters of reference to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. The nominal deadline for receipt of applications is January 15, 2004, but the search will continue until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics is pleased to announce the search for a tenure stream faculty member in experimental condensed matter physics, with a starting date of July 1, 2004, or thereafter. The search is open to all ranks and the successful candidate will be nominated for a Canada Research Chair (Tier I or Tier II depending on rank). The Department is expanding its faculty complement in both experimental and theoretical condensed matter physics. The objective is to build an outstanding group of researchers with related interests. Currently these interests include, but are not limited to, strongly correlated electron systems, mesoscopic physics, and related quantum many-body problems. Also, the new theoretical appointment in condensed matter physics will join a strong group of existing theoretical faculty in the areas of string theory, quantum optics, cold atoms, particle physics, and astrophysics. We invite prospective candidates to visit our home page at www.physics.uwaterloo.ca. For this position, we seek candidates with a PhD in physics and demonstrated excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be reviewed beginning January 1, 2004 until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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NIPISSING UNIVERSITY is situated in a beautiful, natural setting, on an escarpment overlooking Lake Nipissing in North Bay, Ontario. The city, which is located just 3.5 hours north of Toronto, has a population of 60,000.

CANADA RESEARCH CHAIR IN BIOGEOCHEMISTRY

Nipissing University seeks to nominate a Tier II Canada Research Chair (CRC) in Biogeochemistry. The possibility of a Tier I CRC exists for applicants with appropriate qualifications. Details on the Canada Research Chair program may be found at www.chairs.gc.ca/english/about/factsheet/index.html. We are seeking an individual whose research interests complement those of existing environmental scientists in the Nipissing Environmental Research Centre (NERC). The educational, research and outreach missions of NERC focus on the integrated study of aquatic and terrestrial biology, landscape ecology, hydrology, terrain analysis, and the application of remote sensing and geographic information systems. We are especially interested in candidates with expertise in chemical routing, nutrient loading, and the fate of contaminants in the environment, using process and simulation modelling at the watershed level. The successful candidate will be expected to develop a rigorous research program and a strong analytical laboratory for biogeochemistry. Upon a successful CRC nomination, the candidate will be placed in a tenured or a tenure-track position.

The successful candidate must have a PhD or equivalent in Biogeochemistry or a related discipline at the time of appointment, as well as a strong record of research publication. A demonstrated capability to communicate effectively and be an effective teacher and mentor of students, and the capability to develop an analytical laboratory and attract external funding support are also essential.

A letter of application, a curriculum vitae, three letters of recommendation, and a research agenda should be sent, by **November 15, 2003,** to: **Dr. Andrew Dean, PhD, Dean of Arts and Science, Nipissing University, 100 College Drive, North Bay, ON P1B 8L7. Tel: 705-474-3461, ext. 4290. E-mail: andrewd@nipissingu.ca.** For more information on our University and this position, please visit our Web site.

Applications are welcome from Canadian citizens and citizens of other countries.

www.nipissingu.ca *Nipissing University is an equal opportunity employer.*

Memorial
University of Newfoundland

www.math.mun.ca

TENURE-TRACK POSITIONS IN STATISTICS
Department of Mathematics & Statistics

The Department of Mathematics and Statistics at Memorial University of Newfoundland invites applications for one, or possibly two, tenure-track positions (subject to budgetary approval) at the Assistant Professor level in Statistics, starting no later than September 1, 2004. A PhD in Statistics is required at the time of appointment.

Outstanding applications from all areas in Statistics will be considered. The possibility of collaboration with current department members will be an asset.

All applicants are expected to demonstrate the potential to be excellent undergraduate and graduate teachers, and possess a strong research record with outstanding promise for future research.

Review of applications will begin December 1, 2003 and continue until suitable candidates have been identified. Candidates should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and selected (pre)-reprints of publications. They should also arrange for three confidential letters of recommendation, at least one of which deals with teaching, to be sent to: **Dr. Bruce Watson, Interim Head of Department, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7**; email: head@math.mun.ca.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

■ **THE UNIVERSITY OF TORONTO** — The Department of Physics is pleased to announce the search for a tenure-stream faculty member in theoretical Atomic, Molecular and Optical (AMO) Physics, at the Assistant Professor level with a starting date of July 1, 2004 or thereafter. We seek exceptional candidates in all areas of quantum optics, quantum information, ultracold atoms, or other forefront areas of AMO physics. The successful candidate will be part of a vibrant AMO group of 9 experimental and theoretical faculty who work with approximately 40 graduate students and postdocs. The new appointment will also complement existing theoretical faculty in the areas of string theory, particle physics, condensed matter physics, geophysics, atmospheric physics and astrophysics. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and demonstrated excellence in both research and teaching. The salary will be commensurate with qualifications and experience. All applicants should submit hard copies only of a curriculum vitae, a research plan and arrange for at least three letters of reference to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. The nominal deadline for receipt of applications is January 15, 2004, but the search will continue until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applicants for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the areas of experimental condensed matter physics and biophysics as well as theoretical condensed matter physics to begin in September 2004. Candidates in all areas of condensed matter physics will be considered. However, we are particularly interested in candidates with research interests in problems pertaining to: quantum phase transitions and quantum criticality, computational condensed matter theory, decoherence in solid state systems, strongly correlated quantum spin and/or electron systems, spectroscopic techniques (NMR, Raman, muSR, neutron scattering) and transport and bulk properties of strongly correlated electron and spin systems. Further information about the Department can be found on our web page: http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. A successful candidate in the area of theoretical condensed matter theory will be considered for an associate position at the Perimeter Institute of Theoretical Physics http://www.perimeterinstitute.ca/). Arrangements should be made for at least three letters of reference to be sent. Materials should be received by December 10, 2003 and addressed to Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics is pleased to announce the search for a tenure stream faculty member in experimental condensed matter physics, with a starting date of July 1, 2004, or thereafter. The search is open to all ranks and the successful candidate will be nominated for a Canada Research Chair (Tier I or Tier II depending on rank). The Department is expanding its faculty complement in both experimental and theoretical condensed matter physics. The objective is to build an outstanding group of researchers with related interests. Currently these interests include, but are not limited to, strongly correlated electron systems, mesoscopic physics, and related quantum many-body problems. Also, the new experimental appointment will also join a strong group of existing experimental and theoretical faculty in quantum optics, cold atoms, quantum information, photonic crystals, particle physics, cosmology, and string theory. We invite prospective candidates to visit our home page at www.physics.uwaterloo.ca. For this position, we seek candidates with a PhD in physics and demonstrated, proven excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be reviewed beginning January 1, 2004 until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS & ASTRONOMY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Physics and Astronomy is seeking applicants for two probationary (tenure-track) positions at the rank of Assistant Professor in the fields of (a) condensed matter physics and (b) astronomy to begin on July 1, 2004. In exceptional circumstances, where qualifications and experience warrant, an appointment at the rank of Associate Professor will be made. (a) The condensed matter physics group is active in a range of topics including thin film and crystal growth, nanotechnology, surface science, and solid state theory. The department has research facilities such as two ion-beam accelerators and the new Photonics and Nanotechnology Laboratory, which are devoted to the fabrication and characterization of materials and structures for novel optical effects. Preference will be given to an experimental physicist with research interests in one of those areas. (b) The astronomy and planetary physics group has research strength in the fields of observational and theoretical stellar physics, star formation, asteroids and meteorites, the terrestrial atmosphere and magnetosphere, and laboratory astrophysics (see www.astro.uwo.ca). Candidates with excellent research credentials in astronomy, astrophysics, or planetary physics, with specialization in theory, computation, observation, or experimentation will be considered. Candidates must have a PhD and a proven research record. The successful candidates will be expected to establish an independent and innovative externally funded research program involving the training of graduate students. They will be expected to participate effectively in teaching at the undergraduate and graduate levels. Interested candidates should submit a curriculum vitae, a list of publications, a research plan, and the names and addresses of three referees, and arrange for three letters of reference to be sent directly to: Prof. James Moorhead, Acting Chair, Department of Physics and Astronomy, The University of Western Ontario, London, ON N6A 3K7, Canada. The closing date for applications is December 1, 2003. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

PLANNING

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for an Assistant or Associate Professor tenure track faculty position in Regional Analysis (Demographics and Economics). The candidate will have a background that demonstrates both scholarly interest and experience in the theory and practice of demographic and economic analysis in a regional development context. Professional experience in leading or managing regional analysis projects is an asset, and knowledge of experience in Planning policy development is important. In addition to being able to teach Planning analysis at the regional scale, the candidate should be able to teach a broad selection of Planning courses including statistical methodology, modeling and simulation. The candidate will have a record of scholarly activity and an active research plan. The successful candidate will: teach undergraduate and graduate planning students, be capable of supervising doctoral graduate student research, and conduct research. Applicants must have a PhD. The appointment will be effective July 1, 2004. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee begin to review applicant files on January 15, 2004, it will contact the referees of those being considered to progress into the second stage of review. This will be followed by on-campus interviews for selected individuals. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for an Assistant Professor tenure track position in Infrastructure Planning and Transportation. This appointment may be made in the School of Planning or jointly in Planning and Civil Engineering. The candidate will have a background that demonstrates both scholarly interest and experience in the conceptualization, needs assessment for and planning of infrastructure projects and transportation facilities; skills in GIS and data management could be beneficial. In particular the various aspects of public consultation, methods for informing, engaging and involving people in decision making related to major public projects will be an asset. Applicants are expected to be able to teach and advise in the applied methods areas. The candidate should have a record of scholarly activity and an active research plan. The successful candidate will: teach undergraduate and graduate students, be capable of supervising masters and doctoral graduate student research, and conduct research in the area of transportation and infrastructure planning as it relates to the natural, human and built environment. Applicants must have a PhD, and hold or qualify for PEng and/or MCIP. The appointment will be effective July 1, 2004. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee will begin to review applicant files after January 15, 2004, it will contact the referees of those being considered to progress into the second stage of review. This will be followed by on-campus interviews for selected individuals. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty including a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty and the School of Planning may be found at: http://www.fes.uwaterloo.ca/. The Department of Civil Engineering is in the Faculty of Engineering. It has a Transport Group that has extensive teaching, research and contract experience. As a department in the Faculty of Engineering, faculty members have access to extensive support and laboratory facilities. Additional information about the transport group in the Department of Civil Engineering may be found at: www.civil.uwaterloo.ca/transportation. The successful candidate will be able to consult and participate broadly with colleagues in both Faculties and elsewhere in the university and will have access to advanced computing and other research and teaching support. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be give priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

POLITICAL SCIENCE

■ **QUEEN'S UNIVERSITY** — The Department of Political Studies at Queen's University (www.queensu.ca/politics) invites applications for two tenure-track positions at the assistant professor level, one in comparative politics (developing areas), the other in political theory. Preference will be given to candidates who have a completed PhD, show evidence of potential excellence in teaching and research, and are able to teach a variety of courses at the graduate and undergraduate levels. Salary will be commensurate with qualifications and experience. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The deadline for receipt of applications is 1 December 2003. Applicants must submit a current c.v., a teaching dossier, and arrange for three referees to submit letters

CAREERS CARRIÈRES

of reference on their behalf. Please submit applications to Kim Nossal, Head pl the Department, either by mail (Department of Political Studies, Queen's University, Kingston, ON, K7L 3N6, Canada or by email (nossalk@post.queensu.ca). Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa.

■ **CARLETON UNIVERSITY** — Post-Doctoral Fellow (1 year to 18 months) interested in the auto industry, Canadian government auto policy generally or R&D support for the development of alternative fuels. Scholar will be part of a team of Researchers under AUTO 21, a Network Centre of Excellence dedicated to studying all aspects of the automotive industry. Start: Negotiable, but as soon as possible. Must have PhD in hand. Stipend: $ 40,000. Carleton University is committment to employment equity and encourages applications from all qualified candidates. Submit CV, two letters of reference and research proposal to Maureen Appel Molot, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa K1S 5B6 by November 30, 2003. Fax 613-520-2889. Further information available at: http://www.carleton.ca/npsia

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Thanks to the generosity of Stephen and Gail Jarislowsky, the University of British Columbia announces the creation of the Harold and Dorrie Meiklejohn Chair for the Study of Democracy. The appointment will be with tenure, at the level of full Professor, and held in the Department of Political Science. The successful applicant will be an established scholar with a distinguished international reputation in the study of democracy or democratization, preferably with an institutional emphasis. Terms of the appointment are negotiable but the salary, program, and research package will be competitive. The successful candidate will be expected to take a lead role in building the UBC Centre for the Study of Democracy. The competition for this chair has been reopened. The university hopes to make an appointment effective July 1st 2004. Prospective candidates should submit letters of application, together with the names of four referees by January 15th, 2004 to the Head, Department of Political Science, University of British Columbia, C472 - 1866 Main Mall, Vancouver BC V6T 1Z1 Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **McMASTER UNIVERSITY** — The Department of Political Science and the Programme in Gerontological Studies invite applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2004. The appointment will be held jointly in Political Science, a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Political Science, and in Gerontological Studies, an interdisciplinary undergraduate degree programme with a commitment to utilizing innovative teaching methods such as inquiry, problem based and experiential learning. Further information on the Department of Political Science and the Gerontological Studies Programme can be found at www.socsci.mcmaster.ca. Preference will be given to candidates with a completed PhD in Political Science or its equivalent but candidates who are near completion may also be considered (ABD). The successful candidate should have a strong background in comparative public policy and aging. He or she will be expected to carry out an independent research programme yielding significant peer-reviewed publications in the fields of political science and gerontology; compete successfully for external funding to support this research programme; teach effectively in undergraduate lecture, inquiry and seminar courses in Political Science and Gerontology; and engage in effective teaching and supervision of master's and doctoral students in the Department of Political Science. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing, three letters of reference and teaching dossier including outlines for a gerontology course and a graduate level political science course should be sent to: Dr. Tony Porter, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Canada or Dr. Margaret Denton, Director, McMaster Center for Gerontological Studies, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4, Canada. The closing date for applications is January 15th, 2004.

■ **THE UNIVERSITY OF REGINA (Campion College)** a Catholic, liberal arts College in the Jesuit tradition, federated with the University of Regina, invites applications for a tenure-track position in political science, at the level of Assistant Professor, with a primary interest in political theory or political philosophy, beginning July 1, 2004. Campion College offers courses in the humanities, the social and natural sciences, and the fine arts. The College is a fully accredited member of the Association of Universities and Colleges of Canada and its graduates receive University of Regina degrees. Campion Faculty are members of the Faculty of Arts and the Faculty of Graduate Studies, as well as the corresponding University department. This is an ideal opportunity for individuals who want to experience the benefits of an expanding faculty in a small college atmosphere and have full access to the advantages of a larger University setting. For more details about the College, visit the University of Regina web site at http://www.uregina.ca/campion. Responsibilities of the successful candidate will include teaching introductory, undergraduate and graduate level courses in his or her areas of expertise and supervising students at the Honours and Graduate levels. The successful candidate will be expected to develop and maintain an active programme of research and participate in College and University activities. Opportunities exist for collaboration in interdisciplinary programmes in a number of related institutes. Applicants are expected to have a PhD (or near completion). In addition to a letter of application, candidates should submit a curriculum vitae, evidence of effectiveness in teaching and research, and three letters of reference. All materials should be sent directly to Samira B. McCarthy, Dean, Campion College, The University of Regina, Regina, Saskatchewan, Canada, S4S 0A2, Telephone: 306-359-1237; Fax: 306-359-1200; E-Mail: Samira.McCarthy@uregina.ca. Review of applications will begin on December 15, 2003 and will continue until suitable candidates have been identified. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. Campion College is committed to the principles of employment equity.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenured track position in the department of Political Science at the University of Waterloo at the Associate/ Assistant Professor level in Comparative Politics. We are interested in candidates with expertise in studies of state and nation. The geographical specialization is open with the exceptions of the Americas, Russia and Eastern Europe. The successful candidate will have a doctorate in Political Science. Ability to use new technologies in teaching would be an asset. The candidate is expected to contribute to teaching at the introductory level in a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong programme of both teaching and research. At the Associate level, the candidate is expected to demonstrate a strong programme of both teaching and research including a publication and grant record. The appointment is effective July 1, 2004. Salary negotiable. Send application, CV, teaching dossier, two or three samples of recent scholarly work and three letters of reference by November 30, 2003 to Professor Ashok Kapur, Chair, Political Science, University of Waterloo, 200 University Avenue, West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Political Science in the area of International Relations at the rank of Assistant Professor commencing July 1, 2004. The candidate must have a teaching and research specialization in conflict resolution and/or peace studies. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Tom Najem, Head, Department of Political Science, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2347, Fax: 519.973.7094, E-mail: tnajem@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or recruit@uwindsor.ca.

PSYCHIATRY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — A position as Research Associate is available in the Department of Psychiatry, Division of Clinical Neuroscience, Mood Disorders Program at the University of British Columbia. This program is an active research group investigating the pathophysiology and treatment of depressive and bipolar disorders. Applicants for this position are required to hold a PhD and have a minimum of 2 years post-doctoral experience. Qualifications of the applicant should include a strong background in clinical trials methodology, quality of life instrumentation specifically focused on bipolar disorder, and qualitative as well as quantitative methods. The applicant should have a proven research and publication record. This is a grant-funded term position for a period of two years, with the possibility of renewal. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadians and permanent residents of Canada will be given priority. Anticipated start date is December 1, 2003. Applicants should send a curriculum vitae, list of publications, a statement of research interests and the names and addresses of three referees by October 31, 2003. Dr. Raymond Lam, Mood Disorders Program, Division of Clinical Neuroscience, Department of Psychiatry, 2255 Wesbrook Mall, Vancouver, BC, V6T 2A1.

PSYCHOLOGY

■ **ST. THOMAS MORE COLLEGE** — The Department of Psychology at St. Thomas More College (STM), a Catholic College federated with the University of Saskatchewan (U of S), invites applications for a tenure-stream position in Cognitive Development Psychology at the level of Assistant Professor, commencing July 1, 2004. Federation requires that the Department of Psychology at STM collaborate directly with, and become integral to, the scholarly work of the Psychology Department at the U of S. The successful candidate will have a PhD in Psychology with an established interest in Cognitive Developmental Psychology. The successful candidate will be expected to develop and maintain an active, externally funded program of research. S/he will contribute to the education and training of undergraduate and graduate students. Candidates in all areas of Cognitive Developmental Psychology are encouraged to apply. We are particularly interested in applications from candidates in the area of Psychology and the Law. The successful candidate will be expected to teach core courses in Developmental and/or Cognitive Psychology, including laboratory classes and will join and evolve a research team committed to the study of justice on an interpersonal, inter-cultural and international level. Applicants must send a letter describing teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications (attach sample publications), documentation of teaching ability including teaching evaluations and arrange for three letters of reference. On October 1, 2003, we will begin to consider completed files and to arrange interviews. However the search will continue until a successful candidate is found. Interested candidates should submit their complete application to Dr. T. Marche, Department Head, Department of Psychology, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6 or by email: tammy.marche@usask.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Psychology Department and St. Thomas More College visit http://stmcollege.ca/, contact Dr. Marche at 306-955-7335 (voice) or 306-966-8904 (fax), or tammy.marche@usask.ca.

■ **CARLETON UNIVERSITY** — Subject to budgetary approval, the Department of Psychology wishes to make a tenure-track appointment at the level of Assistant Professor to begin July 1, 2004. Candidates are sought with teaching and research interests in neuroscience that complement those of the current neuroscience faculty in the Department of Psychology. Information relevant to this complementarity can be obtained from our website at http://www.carleton.ca/, following the links to Neuroscience. While applications from all areas of neuroscience will be considered, it should be noted that the successful candidate will be expected to contribute to the Department of Psychology's strong undergraduate and graduate programs in experimental psychology and neuroscience. Applicants should send their curriculum vitae and representative publications to Dr. John Logan, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, they should arrange to have three referees forward supporting letters to the same address. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. Applications will be reviewed beginning December 1, 2003.

■ **ALGOMA UNIVERSITY** — The Department of Psychology at Algoma University College invites applications for a two-year term appointment at the rank of Assistant Professor commencing January 1, 2004 or July 1, 2004, depending on candidate availability. The successful candidate must have completed a PhD or be near completion, with some teaching experience and the potential to develop a quality research program and participate in the affairs of the department. The candidate should be able to teach in one or more of the following specialized areas: abnormal psychology, clinical/forensic psychology, neuropsychology, physiological psychology, social psychology and psychometrics/statistics/design. Algoma University College offers more than 25 undergraduate degree programs and has fewer than 1000 students. At Algoma U, students maximize their university experience with small class-sizes, hands-on research opportunities, knowledgeable faculty, and community spirit. On-campus residences and an athletic centre add to the amenities of our beautiful campus. Algoma University College is an affiliate of Laurentian University and is located in Sault Ste. Marie, Ontario at the heart of the Great Lakes on the Canada-US border. Our city, of approximately 75,000, is a designated International Sale Community by the W.H.D., and offers easy access to boating, hiking, skiing, sledding, biking trails, and eco-tour experiences. For more information, please visit Algoma U's website at www.auc.ca and Sault Ste. Marie's website at: www.sault-canada.com. Applicants should submit a complete curriculum vitae, a description of their teaching experience, a statement of their teaching philosophy, and arrange for three letters of recommendation from professional references and official academic transcripts to attention of: Dr. Arthur H. Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. You may also contact via email perlini@ auc.ca or telephone (705) 949-2301 ext. 232 for more information. Applications will be considered until the position is filled.

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Department of Life Sciences invites applications for a tenure-stream position in social psychology with a focus on culture. Applicants must have a PhD or equivalent and demonstrated excellence in research and evidence of strong potential for excellence in teaching. The successful candidate is expected to develop a strong research program and to take an active role in graduate and undergraduate teaching, including teaching a course in culture and psychology. For information on the research and teaching strengths in the Department, please consult the Department website: http://www.utscutoronto.ca/~lifesci. Interested candidates should submit a curriculum vita, including statements of research and teaching interests, with a copy of recent reprints, and arrange to have three letters of recommendation commenting on publications, research potential and teaching ability sent from referees. The materials should be sent to Professor John M. Kennedy, Chair, Department of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C1A4. The closing date for applications is December 19, 2003. The appointment will be at the Assistant Professor level and salary will be commensurate with qualifications. The position will be effective July 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF MANITOBA** — The Department of Psychology invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Clinical Health Psychology. The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment and be eligible to be registered as a Clinical Psychologist in the Province of Manitoba. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. Those already holding tenure or an appointment at a higher rank are not eligible for consideration. The department has a particular interest in candidates with expertise in the area of clinical health psychology, although specialists in related areas of clinical psychology are also invited to apply. The Clinical Psychology program at the University of Manitoba is accredited by the Canadian Psychological Association and the American Psychological Association. Applicants are expected to have demonstrated excellence in research and success in teaching. Responsibilities will include maintaining a productive research program, graduate and clinical supervision, undergraduate and graduate teaching in the core components of the departmental program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application, curriculum vitae, and a sample of published research. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Gerry Sande, Chair, Psychology Search Committee, Department of Psychology, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Position Vacancy AJX637. The deadline for receipt of applications is January 16, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/psychology or by e-mail from gsande@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF MANITOBA** — The Department of Psychology invites applications for a full-time tenure-track appointment at the rank of Assistant Professor in the area of Behavioural Neuroscience. The appointment will begin on July 1, 2004, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment and have demonstrated excellence in both teaching and research. The starting salary will reflect the qualifications and experience of the chosen candidate, but this is an entry-level position. Those already holding tenure or an appointment at a higher rank are not eligible for consideration. Responsibilities will include maintaining a productive research program, graduate supervision, undergraduate and graduate teaching in the core components of the departmental program, and service-related activities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications for this position must include: a letter of application, curriculum vitae, and a sample of published research. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications and letters of reference should be sent to Professor Gerry Sande, Chair, Psychology Search Committee, Department of Psychology, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Position Vacancy AJX726. The deadline for receipt of applications is January 16, 2004. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/psychology or by e-mail from gsande@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Freedom of Information and Protection of Privacy Act (Manitoba).

■ **THE UNIVERSITY OF NEW BRUNSWICK (Saint John)** — The Department of Psychology is inviting applications for a 9 month sabbatical replacement position in Psychology commencing 1 August 2004. The position is subject to budgetary approval. The Department offers majors, honours, and masters degrees in Psychology and is involved in a PhD program in collaboration with UNB Fredericton. The Department also participates in a Bio-Psychology Major, and

Employment

Director of International Programs

Recognized as a leader in innovative education and academic excellence, Mount Saint Vincent University (MSVU) is primarily an undergraduate university with strong programs in arts, sciences and professional areas. The University also offers graduate programs in six areas.

MSVU seeks an experienced leader for its internationalization activities. As a member of the senior administrative team, the **Director of International Programs** will report to the Vice-President (Academic) and work closely with the Director of Research, the Deans and the Registrar. The Director of International Programs will be responsible for advancing the University's internationalization goals and activities in research, development projects, educational/exchange programs, and international student recruitment and services.

MSVU has a long history of research, development and teaching activities in the international arena and currently offers several joint degree programs in co-operation with institutions in international settings. Its primary interests have been in Bermuda and the Caribbean where it currently has active undergraduate, graduate and professional development programs in education and in business/tourism management. The University is involved in international development and research projects in Africa, the Philippines and elsewhere.

The successful candidate will ideally have a PhD or equivalent and a minimum of five years experience of increasing administrative responsibility in international activities including demonstrated success in securing and administering funding for collaborative initiatives and partnerships. Experience in international education, training and student support is also desired. The position requires someone with strong leadership skills, a collaborative and collegiat working style and a record of providing quality service to students and faculty. Strong communication and project management skills are required.

The position is for a five-year term, renewable after review for a further five years. The successful candidate will hold a faculty appointment in an appropriate academic department.

Please submit applications by **January 2, 2004** to:

Dr. Donna M. Woolcott
Vice-President (Academic)
Mount Saint Vincent University
166 Bedford Highway
Halifax, NS B3M 2J6
Email: donna.woolcott@msvu.ca
Fax: (902) 443-3813

The position will remain open until filled. Applications must include a cover letter, curriculum vitae and the names and contact information for three references, and a statement of vision for the role of a leader on internationalization.

Mount Saint Vincent University is committed to the principles of employment equity. All qualified candidates are encouraged to apply, however, priority will be given to Canadians and permanent residents.

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a Sports and Exercise Psychology Major. Applicants of particular interest to our department will be those who can teach courses in Developmental Psychology, Aging, and Introductory Psychology at the undergraduate level. A PhD is preferred but ABDs will be considered. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Alexander Wilson, Chair, Department of Psychology, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. The deadline for the receipt of applications is February 1st, 2004. Questions concerning this position may be directed to Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **THE UNIVERSITY OF REGINA (Campion College)** is a Catholic, liberal arts College in the Jesuit tradition, federated with the University of Regina, invites applications for a tenure-track position, at the level of Assistant Professor, in Developmental Personality, or Social Psychology, beginning July 1, 2004. The College is situated on the shores of Wascana Lake in Regina, the capital of the Province of Saskatchewan. Campion College offers courses in the humanities, the social and natural sciences, and the fine arts. The College is a fully accredited member of the Association of Universities and Colleges of Canada and its graduates receive University of Regina degrees. Campion Psychology Faculty are members of the Faculty of Arts and the Faculty of Graduate Studies and participate fully in the University's Department of Psychology. This is an ideal opportunity for individuals who want to experience the benefits of an expanding faculty in a small college atmosphere and have full access to the advantages of a larger University setting. For more details about the College, visit the University of Regina web site at http://www.uregina.ca/campion. Responsibilities of the successful candidate will include teaching undergraduate and graduate level courses in his or her areas of expertise and supervising students at the Honours and Graduate levels. The successful candidate will be expected to develop and maintain an active programme of research and participate in College and University activities. Opportunities exist for collaboration in interdisciplinary programmes in a number of related institutes. Applicants are expected to have a PhD (or near completion). In addition to a letter of application, candidates should submit a curriculum vitae, evidence of effectiveness in teaching and research, and three letters of reference. All materials should be sent directly to Samira B. McCarthy, Dean, Campion College, The University of Regina, Regina, Saskatchewan, Canada, S4S 0A2, Telephone: 306-359-1237; Fax: 306-359-1200, E-Mail: Samira.McCarthy@uregina.ca. Review of applications will begin on December 1, 2003 and will continue until suitable candidates have been identified. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. Campion College is committed to the principles of employment equity.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Psychology invites applications for a tenure-track assistant, associate or full professor in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a strong preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. The ability to supervise child clinical work is important. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2004. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Psychology invites applications for a tenure-track assistant professor in Developmental Psychology. The successful candidate must have a PhD in Developmental Psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to our focus on social and cognitive development as they pertain to communication. We are seeking an individual who has a strong research record and strong commitments to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the department can be found at www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at www.regionwaterloo.on.ca. The anticipated start date for the position is July 1, 2004. Review of applications will begin on December 8, 2003 and will continue to review them until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Faculty Positions (s) in (1) Clinical Psychology, (2) Developmental Psychology, and (3) Animal Cognition. Applications are invited for up to three probationary (tenure-track) appointment at the rank of Assistant Professor in the Psychology Department, effective July 1, 2004. Successful applicants will have a PhD in one of the identified areas and will be expected to maintain an active research program, teach undergraduate and graduate courses, and provide graduate student supervision. The Clinical Psychology Program adheres to the scientist-practitioner model and is CPA and APA accredited. The Psychology Department has approximately 50 faculty members, 20 staff members, and over 100 graduate students enrolled in the Masters and PhD programs. It is one of the most distinguished psychology departments in Canada. Further information about the Department may be found at http://www.ssc.uwo.ca/psychology/. The University of Western Ontario is situated in picturesque London, Ontario, a city of approximately 340,000 along the banks of the Thames River. The city of London is a vibrant community with many family-friendly amenities and has one of the lowest cost of living rates in Ontario. The University of Western Ontario is a prominent academic institution that has made a commitment to balance its teaching and research mission and offers a stimulating and intensive university. General information about the university can be found at http://communications.uwo.ca/western/about.html. Applicants should submit a curriculum vitae, a statement of research, teaching, and consulting experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. K. Peter Ossenkopp, Acting Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Consideration of applications will commence on November 1, 2003, and will continue until the position is filled. This position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

PUBLIC ADMINISTRATION

■ **DALHOUSIE UNIVERSITY** — The School of Public Administration invites applications for a full-time probationary tenure track position in Public Administration at the Assistant Professor level, effective July 1, 2004. The successful candidate is expected to teach and conduct research in two of the following fields: program evaluation, policy analysis, and financial management and budgeting. The successful candidate should be able to teach basic courses in quantitative methods and the quantitative aspects of policy analysis. Candidates should have a PhD (or near completion) in public administration or management, or in cognate disciplines such as economics, sociology or political science. The successful candidate must have a strong commitment to research and demonstrated capacity for teaching students at the master's level in both our regular MPA program and our MPA Management (M) program. The latter program is targeted towards full-time mid-career civil servants. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Review of applications will begin on December 1, 2003, and will continue until the position is filled. Detailed information on the School and its programs can be found on the School's website: www.mgmt.dal.ca/spa/. Candidates can also contact the Director of the School. Candidates should send letter of application, curriculum vitae and copies of recent publications, and arrange to have at least three letters of reference sent to Dr. Herman Bakvis, Director, School of Public Administration, Faculty of Management, Dalhousie University, Halifax, NS B3H 3J5.

QUANTUM COMPUTING

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics http://www.math.uwaterloo.ca and the Institute for Quantum Computing http://www.iqc.ca at the University of Waterloo invite applications for one or more tenure-track faculty positions in the area of quantum computation. While the intention is to make appointments at the rank of Assistant Professor, applications for more senior positions will be considered. In addition to a tenure track appointment, the candidate will hold a research chair with substantial teaching reduction and an additional stipend for a period of 5 years, with the possibility of renewal. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2004. Applicants may also apply for a formal affiliation with the Perimeter Institute for Theoretical Physics http://www.perimeterinstitute.ca. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, up to 5 selected reprints/preprints and the names of three references to: Prof. Paul Schellenberg, Chair e-mail: combopt@math.uwaterloo.ca. Quantum Computation Appointments Committee phone: (519) 888-4567 x3482. Department of Combinatorics and Optimization fax: (519) 725-5441. University of Waterloo http://www.math.uwaterloo.ca, Waterloo, Ontario, Canada N2L 3G1 http:// www.iqc.ca. Closing date for receipt of applications is December 15, 2003.

RELIGION

■ **L'UNIVERSITÉ D'OTTAWA** — Le Département des études anciennes et de sciences des religions sollicite des candidatures pour un poste de professeur au rang d'adjoint ou d'agrégé menant à la permanence, à compter à partir du 1er juillet 2004. Domaine de spécialisation: Religions au Canada. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent aux sciences des religions et disposer de publications à caractère universitaire pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. La préférence sera donnée aux candidats et aux candidates possédant une expérience pertinente dans l'enseignement et la recherche des domaines religion et culture, religions autochtones, femme et religion; selon les perspectives méthodologiques de l'histoire et des sciences sociales. Il ou elle doit avoir une maîtrise suffisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches du niveau du baccalauréat au doctorat. Le bilinguisme actif sera condition de permanence. Le traitement et la charge de travail seront en conformité avec la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Le dossier de candidature comprenant lettre de présentation, curriculum vitae, et trois lettres de recommandation devra parvenir au plus tard le 1 décembre 2003 à : Monsieur Peter Beyer, directeur, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5, Tél. 613-562-5714, Télécop. 613-562-5991, Courriel : pbeyer@uottawa.ca. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles.

RELIGIOUS STUDIES

■ **THE UNIVERSITY OF OTTAWA** — The Department of Classics and Religious Studies announces the opening of a full-time, tenure-track position for an assistant or associate professor starting 1 July 2004. Field of specialization: Religions in Canada. PhD relevant to the field of religious studies is required. Preference will be given to candidates who have sufficient refereed publications to qualify for supervising graduate research at the University of Ottawa. Preference will be given to candidates whose research and teaching experience demonstrates competence in subspecialties such as religions and cultures, aboriginal religions; women and religions, using historical or social scientific methods. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in English and in French. This is a bilingual position and active and demonstrated teaching competence in both languages is a condition of tenure. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University policy. The

UCCB
University College of Cape Breton

Assistant/Associate Professor
Marketing, School of Business

The School of Business at the University College of Cape Breton (UCCB) invites applications for a tenure-track position in Marketing at the rank of Assistant or Associate Professor, to commence March 1, 2004 or as soon as available after that date.

The School of Business delivers a range of programs including a BBA, MBA and diploma programs.

UCCB is situated on Cape Breton Island, Nova Scotia's tourism centrepiece and home to rich Celtic, Mi'kmaq and Acadian heritage. Small class size, strong community involvement, innovative curriculum and work/volunteer placements enhance UCCB's position as an international leader in post-secondary education.

The successful candidate will teach within the BBA marketing concentration, in particular, senior level Strategy courses in marketing and promotion. As well, the successful candidate is expected to operate a Career Development Centre for marketing students, which has operated as a full service marketing research operation (20 CATI stations) since 1993.

Candidates must have a PhD in Marketing completed or near completion. Excellent communication skills, strong demonstrated research skills, demonstrated interest and expertise in teaching and contributions to both the academic and marketing community are required. Preference will be given to candidates who have experience in obtaining and conducting commercial marketing research contracts.

The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT).

UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter.

Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, transcripts and three letters of reference to:

Human Resources Department
P.O. Box 5300
Sydney, Nova Scotia B1P 6L2
Tel: (902) 563-1158, Fax: (902) 563-1458
Email: hr@uccb.ca, Website: www.uccb.ca

Applications must be received by 4:00 p.m. **January 15, 2004**. Please quote reference number MRK0310 on all correspondence.

THE UNIVERSITY OF BRITISH COLUMBIA

TENURE-TRACK TEACHING POSITIONS DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science is recruiting for one or more tenure-track teaching positions in the Instructor ranks. These positions provide the rare opportunity to pursue a career based on excellence in teaching while participating as a full and equal colleague in the intellectually exciting atmosphere of a top-tier computer science department. Duties include teaching at all undergraduate levels, curriculum development, and academic advising. Opportunities exist to take leadership roles in defining educational directions within the department, the university, and society at large. For example, our instructors serve in senior university administrative positions, organize regional conferences on computer science education, and have created a revolutionary educational technology system. Research activity is not required and is not a criterion for reappointment or tenure.

Applicants must demonstrate outstanding teaching ability and strong interpersonal skills. Experience in curriculum development is desirable. A PhD or equivalent in Computer Science or a related area is expected, although exceptional candidates with other backgrounds will be considered. The positions are available immediately and salary will be commensurate with experience.

Applicants should submit their resume and the names of at least three references to **Chair, Instructor Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4**, specifying that they are applying for the tenure-track instructor position. Applications submitted electronically in PDF are welcome (instructor-recruit@cs.ubc.ca). Applications will be accepted until **31 January 2004**.

The University of British Columbia is within easy reach of downtown Vancouver and the airport, and is spectacularly situated amidst ocean, mountains, and forests.

UBC hires on the basis of merit and is committed to employment equity. We encourage outstanding candidates to apply; however, Canadians and permanent residents of Canada will be given priority. The positions are subject to availability of funding.

UNIVERSITY OF WATERLOO

CHAIR, DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING

The Department of Electrical and Computer Engineering at the University of Waterloo, Canada, invites nominations and applications for the position of Chair of the Department. Candidates are expected to have a distinguished record of teaching and research and demonstrate an interest in administration and leadership. They should also be eligible for a faculty position at full professor level. The successful candidate will set the academic tone for the University's largest department and play a leading role within the Faculty of Engineering in a comprehensive academic planning process.

A fast growing department, Electrical and Computer Engineering has more than 60 faculty members. Its co-op undergraduate programs have an enrolment of over 1,200 of the top students in Canada and produce highly sought-after graduates. The graduate program attracts outstanding Canadian and international applicants and has an enrolment of more than 250 M.A.Sc and PhD students.

The department offers an excellent environment for teaching and research, including 34,000 square feet of new classroom, laboratory and office space in two recently completed buildings. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the liberal intellectual-property policy of the University of Waterloo, which vests the rights with the inventor.

The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto.

Applications and nominations should include a detailed resume, references and a statement of capabilities and qualification. For full consideration, applications should be received prior to January 5, 2004.

Send applications or nominations to:
Professor Adel S. Sedra, Dean, Faculty of Engineering
University of Waterloo, 200 University Avenue West
Waterloo, Ontario, Canada, N2L 3G1
Phone: (519) 888-4567 ext: 2408, Fax: (519) 746-1457
E-mail: bpudifin@uwaterloo.ca

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

University of Waterloo

BUILDING A TALENT TRUST

CAREERS CARRIÈRES

University strongly encourages applications from women. Applications, including a curriculum vitae, and three letters of reference, should reach the department by 1 December 2003. Address to: Dr. Peter Beyer, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario K1N 6N5 Canada, Tel. 613-562-5714, Fax 613-562-5991. E-mail: pbeyer@uottawa.ca. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Religious Studies invites applications for a tenure-track position at the assistant professor level, effective July 1, 2004, with expertise in either East Asian, South Asian, or Southeast Asian religions (e.g., Buddhism, Hinduism, Sikhism, Islam). The successful candidate will have a PhD in Religious Studies or a closely related area (e.g., sociology, anthropology, history) and an established research and publication record. Preference will be given to applicants who can teach and lead a research program oriented to the contemporary practice of one or more of these traditions, especially in the North American context. The Department of Religious Studies has twelve regular faculty and offers BA and Hons. BA degrees. A joint PhD program with Wilfrid Laurier University focused on the interdisciplinary study of religious diversity in North America is set to begin in 2004. Duties include teaching and research at the undergraduate and graduate level, and supervising graduate students. Salary range is commensurate with qualifications and experience. The closing date for applications is December 15, 2003. Send curriculum vitae and arrange for three letters of reference to be sent to: Lorne Dawson, Chair, Department of Religious Studies, University of Waterloo, Ontario N2L 3G1 Canada. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

SOCIAL WORK

■ **THE UNIVERSITY OF TORONTO** — The Faculty of Social Work invites applications for one tenure-track position at the rank of Assistant Professor. Applicants should have the capacity to teach quantitative methods at the graduate level. Expertise in one of the following substantive areas would also be an advantage: children, gerontology, marginalized populations and/or health & mental health. The Faculty of Social Work pursues excellence in the development and testing of new knowledge that will have an impact on social policy and social work practice at all levels, and in social work education that prepares graduates for ethical, competent, innovative and effective professional social work practice with all groups in society. The Faculty is proud of its mission to promote social justice and equity through interdisciplinary knowledge building and education for practice in social work and social welfare. We are committed to enhancing the diversity of our faculty complement. Candidates for this position should have a doctorate; a strong background in statistics; a clearly articulated program of research; and some teaching experience. The candidate must also have the potential to contribute to the doctoral program, and an ability to work collaboratively with a wide range of community and academic professionals. Applicants are invited to submit their curriculum vitae, three letters of reference, two samples of published work, and a letter stating teaching, research, and professional expertise to Dr. James Barber, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1A1 by February 27, 2004. For more information about the Faculty of Social Work, U of T, please visit our web site at http://www.utoronto.ca/ifacsocwk. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

SOCIAL WORK & FAMILY STUDIES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for an Assistant Professor, tenure stream position. We are looking for someone to teach and research in the fields of anti-racism and cross-cultural social work. Degree in social work and PhD in social work or related discipline required. The successful candidate will demonstrate a broad understanding and a strong commitment to anti-racist, anti-oppressive, and anti-colonial theory and practice, and scholarly knowledge and practice experience in cross-cultural social work. Demonstrated ability and interest in high quality teaching, clear promise of excellence in research and scholarly activities; expertise in relating teaching and research to social policy and/or social work practice and a capacity to establish effective relationships with practice and policy communities will be major selection criteria. The successful candidate will be expected to teach students from diverse and multi ethnic backgrounds at the graduate and undergraduate levels. The School of Social Work and Family Studies was created in 1999 when both programs were merged. Faculty members cooperate and participate in teaching, research, development of courses and administrative responsibilities Closing Date. November 30, 2003. Applications and curriculum vitae for the position, together with the names of three references, should be forwarded as soon as possible to: Professor Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, BC V6T 1Z2. UBC relies on the basis of merit and is committed to employment equity. We encourage all qualified person to apply; however, Canadians and permanent residents of Canada will be given priority. Subject to final budgetary approval, the appointment will begin July 1, 2004 or as soon thereafter as approval is received. Please check the School's web page for updates and further information: www.swfs.ubc.ca.

SOCIOLOGY

■ **THE UNIVERSITY OF TORONTO AT SCARBOROUGH** — The Department of Social Sciences, invites applications for a budget-approved, full-time, tenure-stream position in Sociology at the Assistant Professor level, to commence 1 July 2004. The specialization is open but preference will be given to those possessing demonstrated research and teaching interests in the area of crime and deviance; and also to those with an area interest in one or more of mass media, culture and social stratification. Applicants must have a PhD by the time of appointment with strong graduate training in Sociology. The closing date for applications is December 3, 2003. Send application with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and arrange for letters of reference to be sent from three referees to: Prof. John Hannigan, Interim Chair, Department of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail Toronto, Ontario M1C1A4. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Sociology, Faculty of Social Science, invites applications for a tenure-track position at the rank of Assistant Professor (more senior applications will be considered). Candidates must have a PhD, a strong research record, and excellence in teaching, particularly at the Graduate level. The Department is seeking a talented scholar with specialized skills in advanced multivariate statistics (e.g., life history, multilevel analysis, growth curves) sampling, measurement and/or related areas. The Candidate's substantive research interests outside of quantitative methods may vary and appointments will be made in any of the following: health, aging, social change, social psychology, social inequality or related areas. Both graduate and undergraduate teaching are involved. Interested candidates should send their curriculum vitae, the names of three references, and sample publications to: Dr. Jerry White, Chair, Appointments Committee, Department of Sociology, Room S316, Social Science Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5C2 The closing date is December 5, 2003. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Position is subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The Committee will begin reviewing applications December 6th, 2003, although applications will be accepted until the position is filled.

■ **THE UNIVERSITY OF VICTORIA** — The Department of Sociology invites applications for a one-year limited term position at the rank of Assistant Professor. This position is subject to budgetary approval. It will begin January 1, 2004. The successful application will be expected to teach undergraduate courses in Qualitative Methods. The ability to teach the Sociology of the Family would be definite asset. The applicant may also be required to teach Introductory Sociology and/or Social Problems. Candidates should have a completed PhD and a proven teaching record with evidence of a commitment to excellence in teaching. Applicants should include a covering letter, curriculum vitae and evidence of teaching ability. Applicants should also provide the names and addresses (including email) fax and telephone numbers of three referees whom the department may contact. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than November 7, 2003. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria BC V8W 3P5. The Department's Web address is http://web.uvic.ca/sool.

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of the sociology of health beginning July 1, 2004. A completed doctorate, or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of successful external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a specialist in the socio-cultural determinants of population health, including expertise in one or more areas of health policy, community health, environmental health, health informatics, public health, demography of health and aging or the distributional aspects of health care benefits and well being. The successful candidate should have demonstrated skills and experience in research methods and data analysis, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. The sociology of health and healthcare systems has been identified by the Department of Sociology as a priority field for development, with the expectation of making further, future hirings. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the area of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in population and public health and disease prevention. Salary range commensurate with qualifications and experience. Applications, including a curriculum vitae along with the names of three referees, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment should be sent to: Professor Keith Warriner, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 3679, Fax 519-746-7326. The deadline for applications is January 15, 2004, or until the position is filled. More information about the Department of Sociology and its programs can be found at http://arts.uwaterloo.ca/SOC/. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice at the rank of Assistant Professor commencing July 1, 2004 For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.665.6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF VICTORIA** — The Department of Sociology invites applications for a one-year limited term position at the rank of Assistant Professor. This position is subject to budgetary approval. It will begin January 1, 2004. The successful application will be expected to teach undergraduate courses in Qualitative Methods. The ability to teach the Sociology of the Family would be definite asset. The applicant may also be required to teach Introductory Sociology and/or Social Problems. Candidates should have a completed PhD and a proven teaching record with evidence of a commitment to excellence in teaching. Applicants should include a covering letter, curriculum vitae and evidence of teaching ability. Applicants should also provide the names and addresses (including email) fax and telephone numbers of three referees whom the department may contact. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than November 7, 2003. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria BC V8W 3P5. The Department's Web address is http://web.uvic.ca/sool.

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of the sociology of health beginning July 1, 2004. A completed doctorate, or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of successful external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a specialist in the socio-cultural determinants of population health, including expertise in one or more areas of health policy, community health, environmental health, health informatics, public health, demography of health and aging or the distributional aspects of health care benefits and well being. The successful candidate should have demonstrated skills and experience in research methods and data analysis, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. The sociology of health and healthcare systems has been identified by the Department of Sociology as a priority field for development, with the expectation of making further, future hirings. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the area of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in population and public health and disease prevention. Salary range commensurate with qualifications and experience. Applications, including a curriculum vitae along with the names of three referees, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment should be sent to: Professor Keith Warriner, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 3679, Fax 519-746-7326. The deadline for applications is January 15, 2004, or until the position is filled. More information about the Department of Sociology and its programs can be found at http://arts.uwaterloo.ca/SOC/. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

SPANISH

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for an Assistant Professor of Spanish (tenure-track) position to commence July 1, 2004, subject to final budgetary approval. Candidates should have a specialization in Latin American literature. The successful candidate will be required to teach language courses at all levels, as well as courses in all periods of the field of specialization, and should demonstrate intellectual breadth and flexibility as the Department increasingly moves in new cultural directions. We seek outstanding candidates who will complement existing strengths and interests within the Department and in programs such as Comparative Literature, Latin American Studies, European Studies or Gender Studies. Requirements: PhD in hand, demonstrated record of publications and successful teaching, native or near native fluency in Spanish. Applicants should send a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Dr. Derek C. Cairi, Acting Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797 - 1873 East Mall, Vancouver, B.C., Canada V6T 1Z1, Phone: 604-822-2879 / Fax: 604-822-6575, E-mail: this@arts.ubc.ca. Completed applications must be received by December 1, 2003. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

SPORT & LEISURE MANAGEMENT

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Kinesiology in the area of Sport Management/Leisure Management at the rank of Assistant or Associate Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. James Weese, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: jweese@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Henry Marshall Tory Chair

The University of Alberta has a clear vision: to be indisputably recognized nationally and internationally as one of Canada's finest universities. The University plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research, and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 30,000 students are enrolled.

The University of Alberta invites nominations and applications for two Henry Marshall Tory Chairs: one is an open competition; the other is reserved for any area of the Humanities, Fine Arts or Social Sciences, including Business, Law, Education, Library Science, Home Economics, and Physical Education. Tory Chairs are intended for outstanding individuals who by their presence will enhance the reputation of the University and who can provide leadership and experience for the strengthening of teaching and research in specific disciplines.

Nominations or applications on behalf of, or from, distinguished individuals with international reputations interested in this Chair should be submitted by January 15, 2004 to:

Office of the Provost and Vice-President (Academic)
University of Alberta
2-10 University Hall
Edmonton, AB T6G 2J9 Canada

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

SENIOR & JUNIOR FACULTY POSITIONS IN MULTIPLE SCLEROSIS RESEARCH

The University of British Columbia and Vancouver Coastal Health Authority seek outstanding established researchers (holding a PhD or MD) to participate in an expanded research initiative in the field of multiple sclerosis research. The successful candidates may be at any career level, but should have demonstrated expertise in multiple sclerosis research. Preference will be given to individuals in the general area of MS Imaging, but applications from any area of MS research will be considered. The tenured or tenure-track positions are offered with the support of a permanent endowment and will be held in the Division of Neurology and the Brain Research Centre. The anticipated start date is between July 1, 2004 and July 1, 2005.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply. However, Canadians and permanent residents of Canada will be given priority. Applications should be submitted by **March 1, 2004,** but will be considered until the positions are filled.

Please submit a letter of application, CV, and a statement of current research interests and future plans. Each applicant should also arrange for three (3) letters of recommendation to be submitted independently.

Apply to: **Dr. Max S. Cynader, Director, Brain Research Centre, The University of British Columbia, and Vancouver Coastal Health, 2211 Wesbrook Mall, Vancouver, BC Canada V6T 2B5, Fax: 604-822-0361. Email: info@brain.ubc.ca Website: www.brain.ubc.ca**

UBC

Brain Research Centre

Vancouver Health
Promoting wellness. Ensuring care.

Assistant Professor in Health Promotion

Queen's University
QUEEN'S UNIVERSITY AT KINGSTON

The School of Physical and Health Education at Queen's University, Kingston invites applications for a tenure track position in Health Promotion at the rank of Assistant Professor beginning July 1, 2004. Salary will be commensurate with qualifications and experience.

Applications are invited from social or behavioural scientists whose interests focus on the psycho-social determinants of health. The School is seeking an innovative researcher and committed teacher who, through demonstrated excellence or potential in both teaching and scholarship, will be able to contribute to the development of an innovative and comprehensive program in Health Studies. The School has a multidisciplinary perspective that spans the physical, biological, epidemiological, and psycho-social dimensions of health enhancement. Candidates from a wide variety of backgrounds (including health promotion, community health, psychology, sociology, kinesiology, physical education, medical anthropology, geography, and health communication studies or related fields) are encouraged to apply.

The successful candidate must be able to teach an introductory level course on the social determinants of health in addition to upper level health studies courses from social or behavioural perspectives. Knowledge of contemporary critiques of health promotion would be an asset. All candidates should hold a PhD degree and have experience teaching at the university level.

Applications will be accepted until January 31, 2004 or until a suitable candidate is identified. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly productivity and external funding, as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to ***Dr. Janice Deakin, Director, School of Physical and Health Education, Queen's University, Kingston Ontario Canada K7L 3N6.*** Tel (613)-533-6601; Fax: (613) 533-2009; Email: deakinj@post.queensu.ca.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's University are governed by a collective agreement between the Queen's University Faculty Association and the University which is posted at http://www.queensu.ca/qufa.

CAREERS CARRIÈRES

STATISTICS

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Statistics invites applications for one full-time tenure-track position starting July 1, 2004 as an Instructor of Statistics, subject to final budgetary approval. A PhD in statistics is preferred. Applicants should demonstrate excellence in teaching and potential for creating innovative instructional material; experience with PCs, Unix computers and common statistical software (e.g. Splus and SAS); ability to work independently, to communicate effectively, to supervise the work of others, and statistical consulting or research experience. Duties include undergraduate teaching, developing computer-based and other instructional resources and supervising instruction in the undergraduate computer labs. Salary will be competitive based on qualifications. Applications, including a CV and a statement of teaching philosophy should be sent by Jan. 2, 2004, preferably by email as pdf files to seaich@stat.ubc.ca, or alternatively to the Seaich Committee, Department of Statistics, Room 333 6356 Agricultural Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z2. Please also arrange for three letters of reference to be sent. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian citizens and permanent residents will be given priority.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Statistics is seeking candidates to nominate for Junior (Tier II) or Senior (Tier I) Canada Research Chairs (CRCs) in the general areas of environmental and health risk assessment, biostatistics, or statistical/machine learning. The CRC Program is aimed at outstanding researchers who are world leaders or who have the potential for world leadership in their fields. Successful nominees would hold a tenured or tenure-track position in the Department of Statistics, in a joint appointment with another department. Further information about the CRC program may be found at http://www.chairs.gc.ca, while specifics about the department's CRC positions are at http://www.stat.ubc.ca/jobs/chair.html. The start date would be negotiable, but is nominally September 1, 2004. Candidates for nomination should send a CV and a statement of research interests by January 2, 2004, preferably by email as pdf files to seaich@stat.ubc.ca, or alternatively to the Seaich Committee, Department of Statistics, 333 - 6356 Agricultural Road, University of British Columbia, Vancouver, British Columbia, Canada, V6T 1Z2. Candidates should also send the names and addresses of at least three "arms length" referees. All positions are subject to review and final approval by the CRC Secretariat. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Statistics invites applications for at least one tenure-track position at the rank of Assistant or Associate Professor, starting July 1, 2004, subject to final budgetary approval. A PhD in Statistics or a related field is required. Applicants should demonstrate excellence or potential for excellence in undergraduate/graduate teaching and research. In accordance with the Department's academic plan (http://www.stat.ubc.ca/academicplan.html), applicants with interests in data mining and computational statistics, biostatistics, environmetrics, and/or Bayesian statistics are especially sought. Salary will be competitive, based on qualifications. Applications, including a CV and statements of research activities/plans and teaching philosophy, should be sent by Jan. 2, 2004, preferably by email as pdf files to search@stat.ubc.ca, or alternatively to the Search Committee, Department of Statistics, Room 333 - 6356 Agricultural Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z2. Please also arrange for three letters of reference to be sent. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian citizens and permanent residents will be given priority.

STATISTICS & ACTUARIAL SCIENCE

■ **THE UNIVERSITY OF WATERLOO** — Statistics and Actuarial Science is one of five academic units that comprise the Faculty of Mathematics. Beginning in 2003, the Faculty is initiating a major expansion in the area of scientific computing and computational mathematics, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrollment of 450 scientific computing/ computational mathematics students by the end of this decade. In anticipation of this expansion, the Department of Statistics and Actuarial Science wishes to appoint several additional faculty members with research interests in all areas of computational statistics, probability and data analysis. These appointments will be tenure-track positions, mainly at the Assistant and junior Associate Professor level, but applicants at the Full Professor level with exceptional records will also be given serious consideration. Successful candidates will be expected to participate in the teaching and research activities of the Department and Faculty, particularly via the newly-established Centre for Computational Mathematics in Industry and Commerce (CCMIC). The CCMIC will oversee both the undergraduate and graduate programs on which the proposed expansion in scientific computing and computational mathematics is based. These new faculty positions will add to or complement the current strength in the Department in the areas of statistical programming environments, data reduction, analysis and visualization, simulation, statistical learning, data-mining, drug discovery and computer experimentation, as well as computational finance. To learn more about the CCMIC, see http://www.math.uwaterloo.ca/navigation/Current/comp_math.shtml. Applicants must have a PhD in Statistics, Computer Science, or a related discipline, with a proven ability in or potential for research in computational statistics. Good teaching and communication skills are also essential. Interested individuals should send a curriculum vitae, a statement of their research interests, two recent research articles, and the names and addresses of at least three references to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (ageorge@uwaterloo.ca) by December 31, 2003. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The department of Statistics and Actuarial Science invites applications for a tenure-track or definite term position in Statistics. Departmental interests cover a broad range of topics in statistical inference, methods and theory, statistical computing, stochastic modelling, biostatistics, and many other areas of application. Applicants must have a PhD by the time of appointment, with a proven ability in or potential for research in one or more areas that complement those represented in the Department. Good teaching and communication skills are also essential. Duties include undergraduate and graduate teaching, and the development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given to more senior applicants as well. This appointment is subject to the availability of funds. The effective date is expected to be July 1, 2004 or later. The closing date for applications is January 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

STRATEGIC MANAGEMENT & ORGANIZATION

■ **THE UNIVERSITY OF ALBERTA** — The Department of Strategic Management and Organization, University of Alberta School of Business invites applications for a full-time tenure-track position in the area of technology management and commercialization at the rank of Assistant Professor. A PhD is required or the candidate should be at the completion stage of his/her degree. The University of Alberta is one of the leading research universities in Canada. Candidates should have a demonstrated commitment to excellence in research in technology management and commercialization. Candidates should also have demonstrated commitment to excellence in teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses. The School of Business is able to offer competitive salaries though market supplements. Appointment is effective July 1, 2004. Applications will be accepted until the position is filled. Send resume to Dr. Yonatan Reshef, Chair, Department of Strategic Management and Organization, University of Alberta School of Business, Edmonton, Alberta, Canada T6G 2R6 or by fax to (780) 492-7971 or by e-mail: smorg@ualberta.ca. The Department Homepage is located at www.bus.ualberta.ca/smorg/. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THEATRE

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Theatre, Film, and Creative Writing at the University of British Columbia invites applications for a tenure-track appointment as Assistant Professor of Acting, available July 1, 2004. Candidates should possess a Master's level degree or equivalent professional experience in the discipline, demonstrate excellence in teaching at the post-secondary level, and hold a record of substantial creative and/or research accomplishment. Professional or equivalent expertise in one or more of the following areas will be an asset: directing, classical theatre, screen acting, physical theatre and innovative performance forms. The successful applicant will teach in the Department's BFA Acting and BA Theatre programs, supervise students on undergraduate and graduate level projects and productions, and provide administrative service to the Department and the University. Professional-stream faculty at UBC are expected and encouraged to sustain excellence in research and/or creative activity. The Department of Theatre, Film, and Creative Writing at UBC is unique in Canada, with 29 full-time faculty, numerous sessional lecturers, adjunct professors and professional guest artists, and over 200 majors and graduate students. Each of the Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for interdisciplinary projects and collaborations are abundant, both within the Department and with artists and scholars across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current Curriculum Vitae (including email address and telephone numbers), an outline of their current creative and teaching interests, and should arrange for three letters of reference to be forwarded to: Chair, Search Committee for Acting, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Videotapes and photographs should not be submitted with the initial application. Complete applications must be received by 1 December 2003. The position start date is 1 July 2004. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and/immigration status.

■ **THE UNIVERSITY OF REGINA (Campion College)** is a Catholic, liberal arts college in the Jesuit tradition, federated with the University of Regina, invites applications for a tenure-track position in Theatre Studies, at the level of Assistant Professor, beginning July 1, 2004. The College is situated on the shores of Wascana Lake in Regina, the capital of the Province of Saskatchewan. Campion College offers courses in the humanities, the social and natural sciences, and the fine arts. The College is a fully accredited member of the Association of Universities and Colleges of Canada and its graduates receive University of Regina degrees. The Campion Theatre Studies professor would be a member of the Faculty of Fine Arts and the Faculty of Graduate Studies and participate fully in the University's Theatre Department. The Theatre Department is housed in the new multi-million dollar Dr. William Riddell Centre, which has two state-of-the-art teaching theatres, a 400 seat proscenium stage with a balcony and full fly tower, and an experimental space with flexible seating up to 200. This is an ideal opportunity for individuals who want to experience the benefits of an expanding faculty in a small college atmosphere and have full access to the advantages of a larger University setting. For more details about the College, visit the University of Regina web site at http://www.uregina.ca/campion. Responsibilities of the successful candidate

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from *general policy* stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St N W, Washington, DC 20005, tel 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidatures à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N W, Washington, DC 20005, tél. (202)737-5900.

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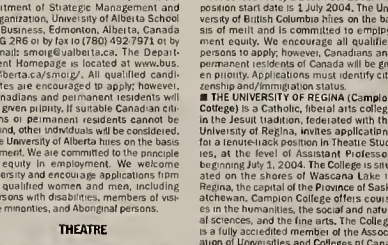

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Ad Deadlines 2003–2004

The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
[illegible]	[illegible]	[illegible]
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December	November 7/03	November 14/03
January	December 2/03	December 9/03
February	January 8/04	January 15/04
March	February 9/04	February 16/04
April	March 8/04	March 15/04
May	April 7/04	April 14/04
June	May 7/04	May 14/04

No changes or cancellations after the deadline

Dates limites 2003–2004

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
Décembre	7 novembre 2003	14 novembre 2003
Janvier	2 décembre 2003	9 décembre 2003
Février	8 janvier 2004	15 janvier 2004
Mars	9 février 2004	16 février 2004
Avril	8 mars 2004	15 mars 2004
Mai	7 avril 2004	14 avril 2004
Juin	7 mai 2004	14 mai 2004

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will include teaching undergraduate and graduate level courses in the areas of dramatic literature, criticism, dramaturgy and playwriting. The successful candidate will be expected to develop and maintain an active programme of research and participate in College and University activities, such as theatrical productions, working in the Theatre Department's Centre for the Study of Script Development, and the Interdisciplinary Graduate Program in the Faculty of Fine Arts. The University of Regina is the only university in western Canada whose Faculty of Fine Arts includes Departments in Theatre, Music, Visual Arts and Media Production and Studies. Applicants are expected to have a PhD (or near completion). In addition to a letter of application, candidates should submit a curriculum vitae, evidence of effectiveness in teaching and research, and three letters of reference. All materials should be sent directly to Samira B. McCarthy, Dean, Campion College, The University of Regina, Regina, Saskatchewan, Canada. S4S 0A2. Telephone: 306-359-1237; Fax: 306-359-1200; E-Mail: Samira.McCarthy@uregina.ca. Review of applications will begin on December 1, 2003 and will continue until suitable candidates have been identified. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. Campion College is committed to the principles of employment equity.

■ **THE UNIVERSITY OF WINDSOR'S** School of Dramatic Art seeks applications for two tenure-track positions at the rank of Assistant Professor commencing July 1, 2004. The areas include: Theatre History and Movement for the Actor. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, Ext. 2805, Fax: 519.971.3629, Email: walsha@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

VISUAL ARTS

■ **THE UNIVERSITY OF OTTAWA** — The Department of Visual Arts announces the opening of a fulltime, tenure-track position at the rank of Assistant Professor in Theory and History of Art. The Department offers both a B.A. with Concentration in Visual Arts and a Bachelor of Fine Arts, programmes which are committed to studio practice and theory. Requirements: PhD or equivalent with a specialization in modern and contemporary art Teaching and research experience; publications; Initially, the bulk of the teaching load will be in English. The successful candidate will eventually be expected to teach in both French and English; salary will be determined according to the Collective Agreement of the University of Ottawa. Starting date: July 1st, 2004. Deadline for applications: January 15, 2004 or until appointment of a suitable candidate. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. Equity is a University Policy. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Applicants should submit a detailed curriculum vitae, at least three examples of recent published works, a teaching dossier which includes statements of teaching philosophy and interests, course outlines and student evaluations, and the names and co-ordinates of three referees whose letters of recommendation should be sent directly to the Chair of the Department: Penny Cousineau-Levine, Chair, Department of Visual Arts, University of Ottawa, P.O. Box 450, Stn A, Ottawa ON K1N 6N5. For more information, please contact us by E-mail: finearts@uottawa.ca, by internet: www.uottawa.ca/academic/arts/arts-visuels or by phone at (613) 562-5868.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Visual Arts invites applications for a Tenure Track position integrating Studio Practice and Art History, Theory and Criticism at the rank of Assistant Professor. The successful candidate will specialize in Media Arts focusing on the relationship between historical and contemporary technologies. Areas of research/practice and teaching specialization should include one or more of the following: photography, digital imaging, information and communications technologies, audio, robotics, and contemporary gallery practice. A PhD or MFA and a strong record of teaching and research are required. In addition to exhibitions and scholarly publications, alternative research initiatives including curatorial projects and websites will be viewed favorably by the committee. Teaching will include undergraduate courses in Studio and Art History, Theory and Criticism as well as graduate seminars in the candidate's specific area(s) of expertise. The appointee will be expected to contribute to the academic life of a dynamic Department where art history and theory, and studio arts flourish together. Curriculum vitae, statement of teaching philosophy, slides and/or other visual/sound materials, examples of publications and names of three references should be sent with application by Friday, January 30, 2004 to Professor Patrick Mahon, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7 (Phone: (519) 661-3440; Fax: (519) 661-2020). Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WINDSOR'S** School of Visual Arts seeks applications for two tenure-track positions in areas of Studio Art Painting and Digital Video and Art History in Contemporary Art and Visual Culture at the rank of Assistant Professor commencing July 1, 2004. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Brenda Francis Pelkey, Director, School of Visual Arts, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, Ext. 2828, Fax: 519.971.3647, Email: bjfp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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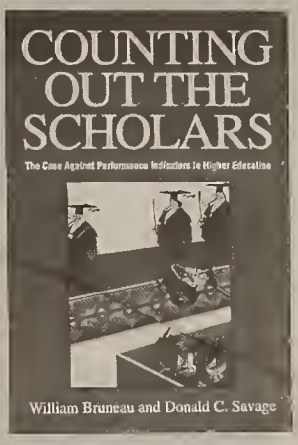
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